ALABAMA

Faculty Salary Comparisons
To National and SREB Averages
1989-90

(Public Universities, Colleges, and Postsecondary Vocational-Technical Institutions)

SOUTHERN REGIONAL EDUCATION BOARD
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The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange,** *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

ALABAMA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Alabama and Changes Since 1988-89:

- o **Doctoral I Universities ranked 10th of 14, up 0.3 percent.**
- o **Doctoral II University ranked 10th of 10, up 4.9 percent.**
- o **Doctoral III Universities ranked 5th of 10, up 9.6 percent.***
- o **Master's I Universities ranked 9th of 10, down 10.6 percent.***
- o **Master's II Universities ranked 11th of 15, up 0.9 percent.**
- o **Baccalaureate College ranked 5th of 10, down 2.6 percent.**
- o **Comprehensive Two-Year Colleges ranked 6th of 14, up 0.3 percent.**
- o **Postsecondary Vo-Tech Institutions ranked 1st of 6, up 3.7 percent.**

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* Alabama Agricultural & Mechanical University was reclassified from Doctoral III to Master's I because no doctoral degrees were awarded for the classification year. This reclassification affected the statistics for both categories by raising the apparent increase for Doctoral III and creating an apparent decrease for Master's I.

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

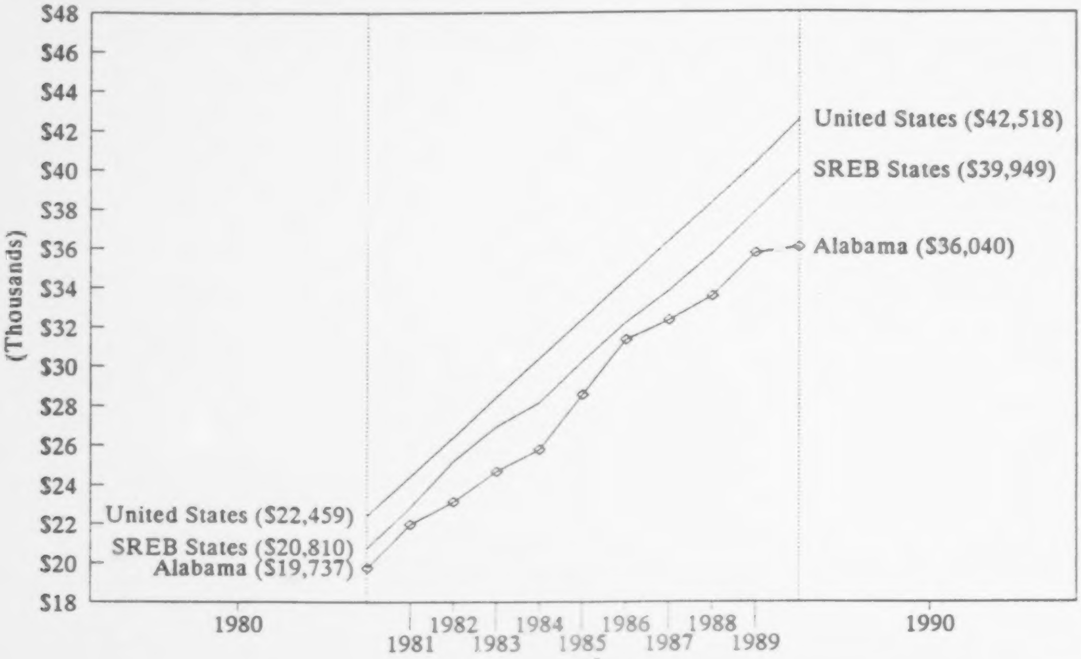
Salary averages from 1979-80 through 1989-90 for full-time faculty in Alabama's public four-year colleges and universities are compared to national and regional averages. Alabama's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, Auburn University and the University of Alabama are classified as Doctoral I universities--they award at least 100 doctoral degrees in at least 10 program areas, with no more than one-half of the degrees in any one area. The University of Alabama at Birmingham is classified as a Doctoral II university--it awards at least 30 doctoral degrees in at least 5 program areas.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Alabama's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Alabama's higher education institutions with four-year programs went up 83 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Alabama's public four-year universities and colleges stood at 95 percent of the regional average; by 1989-90 it had dropped to 90 percent of the regional average, and Alabama ranked 11th among the 15 SREB states.



Of the 14 other SREB states, 10 had salaries increase at the same or a higher rate than Alabama over the last 10 years. In 1989-90, full-time faculty in Alabama's public four-year universities and colleges, on average, earned $36,040--$3,909 less than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.06 in Alabama for every $1.00 increase in the regional average over the 1979-80 to 1989-90 period for Alabama's salaries to equal the 1989-90 regional average. The average salary in Alabama actually increased $0.85 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

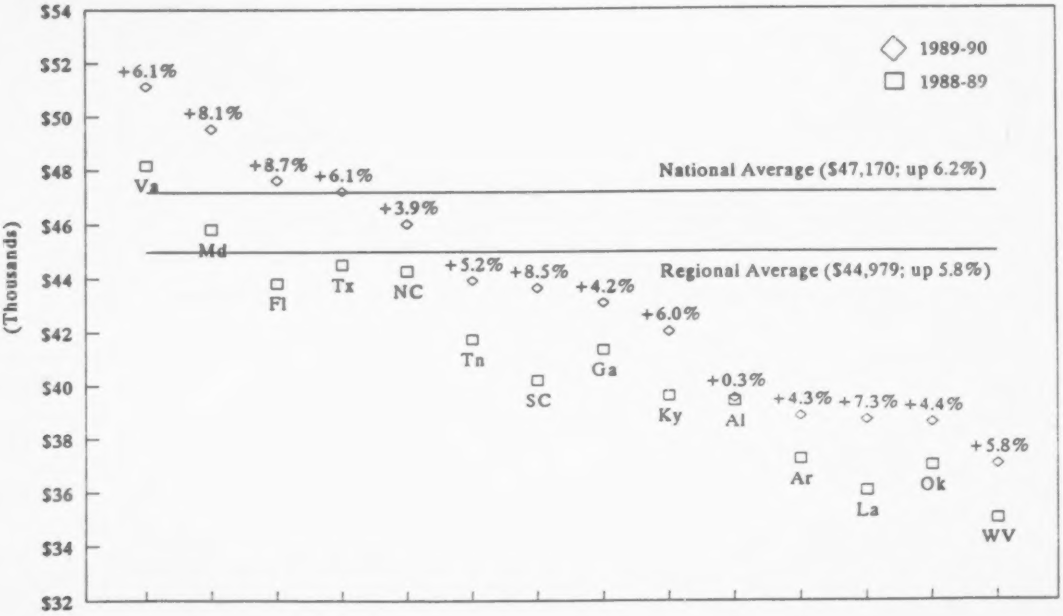
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Alabama is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

Auburn University
University of Alabama

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

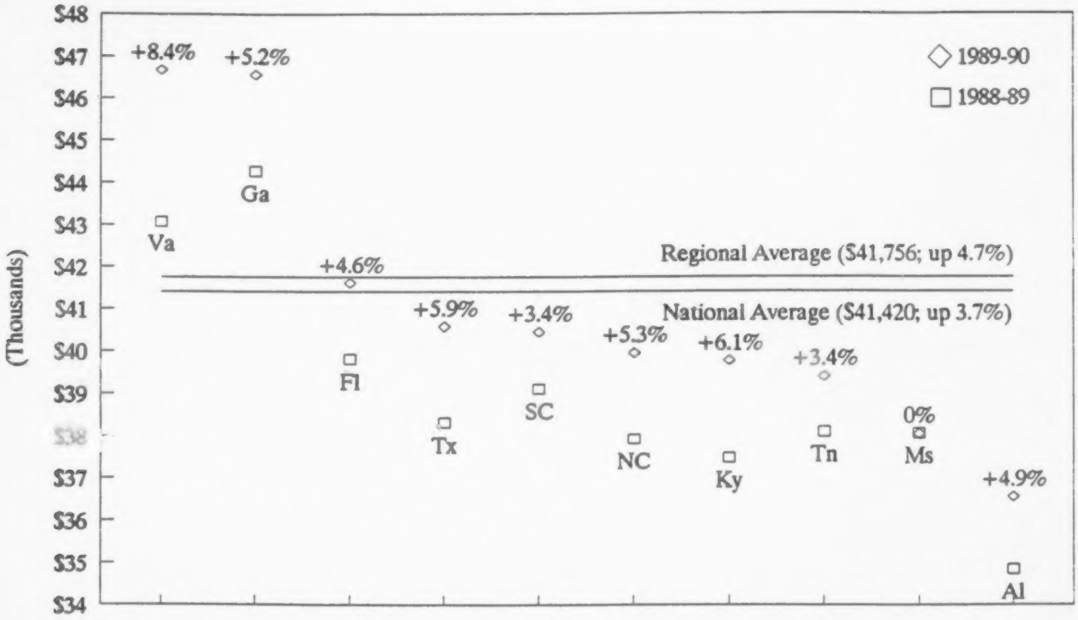


The average full-time faculty salary in Alabama's **Doctoral I universities** was $39,534 in 1989-90--$5,445 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Alabama's Doctoral I universities increased 0.3 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Alabama's Doctoral I universities continues to rank 10th among the 14 SREB states with this type of university. The one year rate of salary increase in all of the other SREB states was greater than in Alabama.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

University of Alabama at Birmingham

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

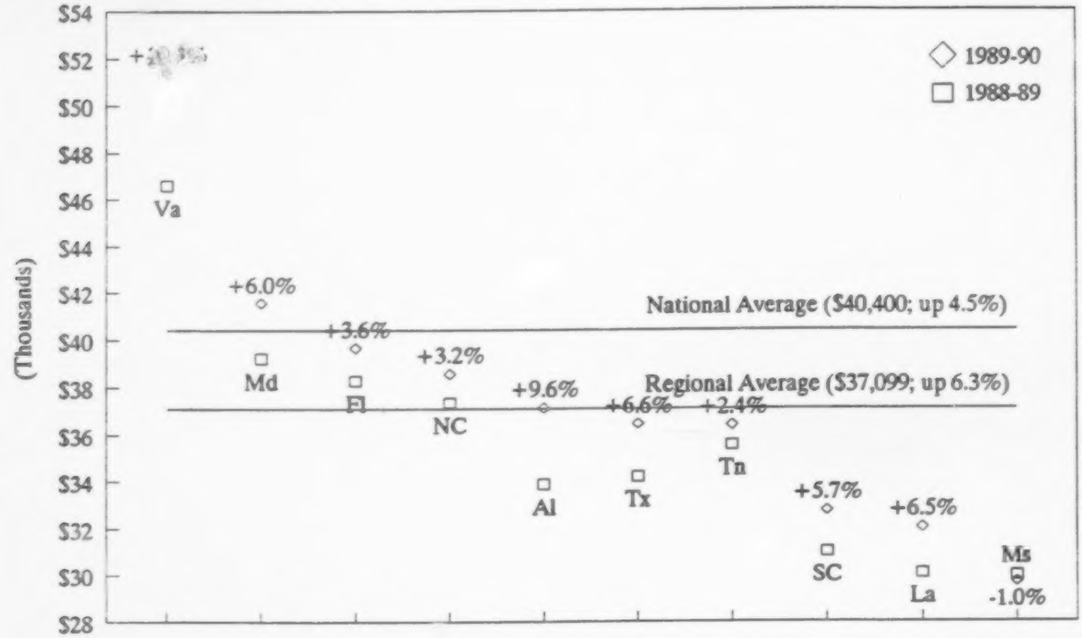


The average full-time faculty salary at Alabama's **Doctoral II university** in 1989-90 was $36,553--$5,203 below the $41,756 regional average. The average salary at Alabama's Doctoral II university increased 4.9 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. Alabama's Doctoral II university ranked 10th among the 10 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

University of Alabama in Huntsville
University of South Alabama

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90



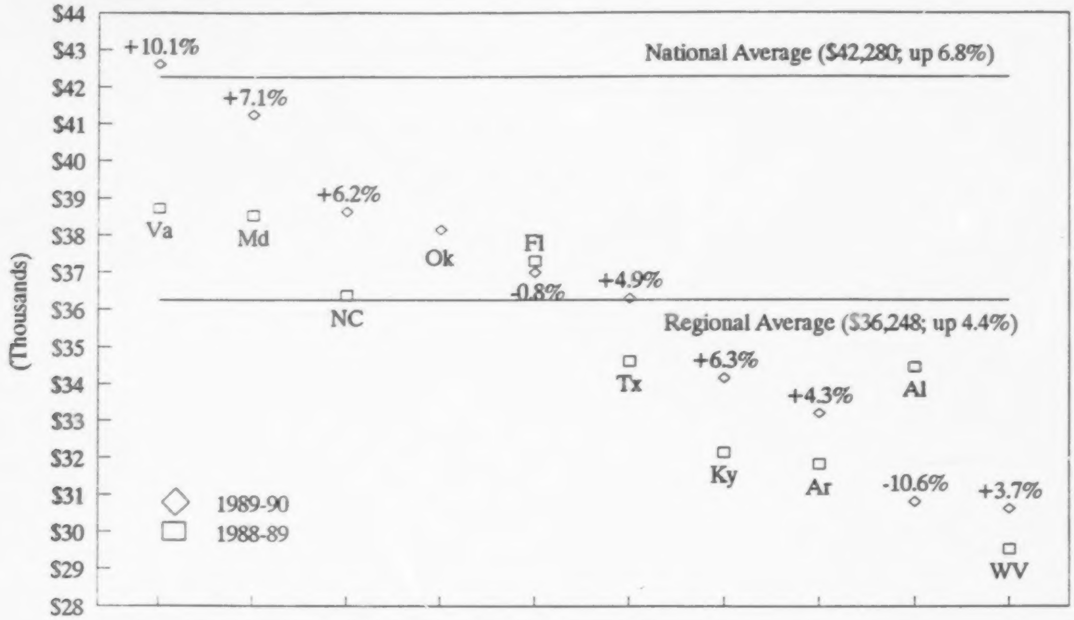
At the **Doctoral III universities** in Alabama, the average full-time instructional faculty salary was $37,135 in 1989-90--$36 above the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in Alabama rose 9.6 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, Alabama's average salary ranked 5th in 1989-90, up from 7th in 1988-89.

Note: Alabama A&M University was included in this category in the previous year because doctoral degrees were awarded. No doctoral degrees were awarded for this classification year. Its exclusion from this category raises the apparent one year percent increase in faculty salary averages.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

Alabama Agricultural & Mechanical University *
Jacksonville State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



In 1989-90, the average full-time faculty salary at Alabama's **Master's I universities** was $30,827--$5,421 below the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in Alabama dropped 10.6 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in Alabama's Master's I universities fell from 6th to 9th place among the 10 SREB states having this type of institution.

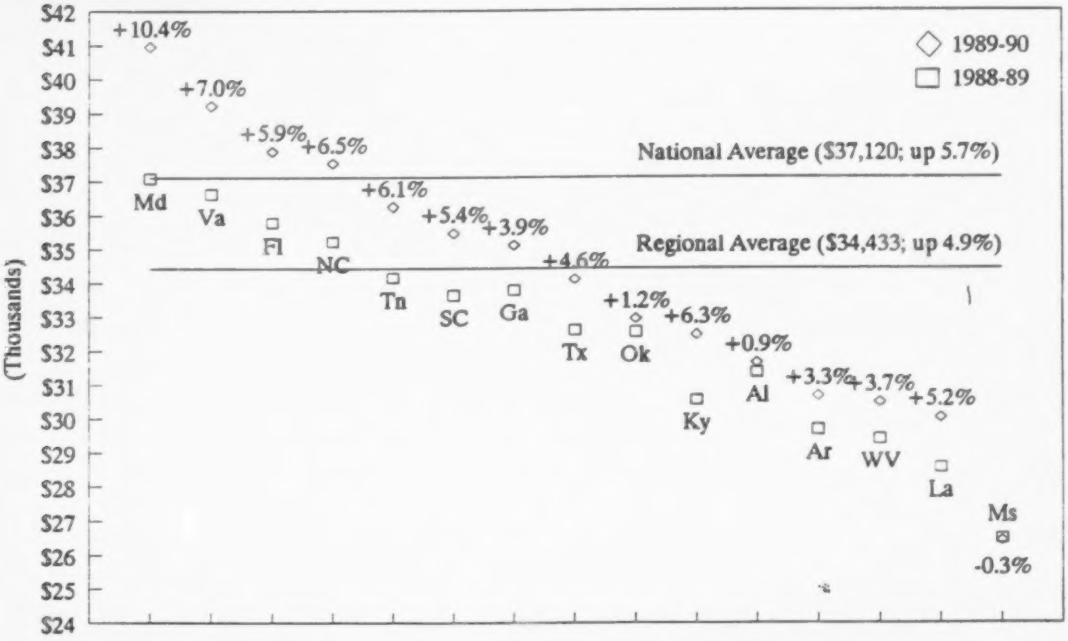
Note: Oklahoma did not have an institution in this category for 1988-89.

* Alabama A&M University was included in the Doctoral III category in the previous year. No doctoral degrees were awarded in this classification year. Its inclusion in this category created an average faculty salary for the category that was less than the average for the previous year.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Alabama State University
Auburn University at Montgomery
Livingston University
Troy State University at Dothan/Ft. Rucker
Troy State University Main Campus
Troy State University in Montgomery
University of Montevallo
University of North Alabama

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

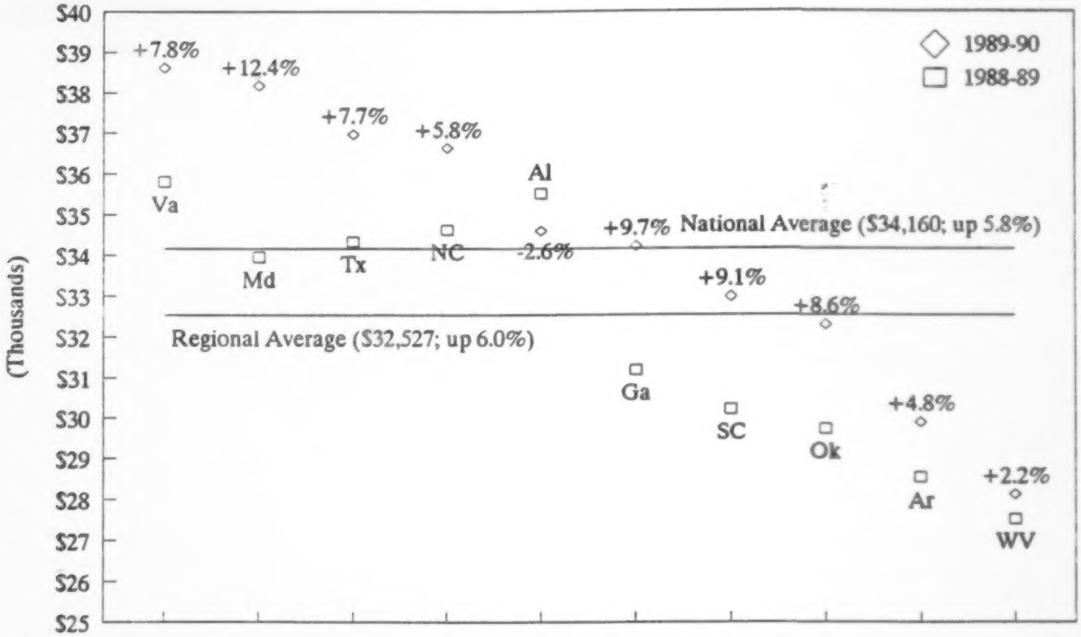


The average full-time faculty salary in 1989-90 at Alabama's **Master's II universities** was $31,650--$2,783 less than the regional average of $34,433. The average salary in Alabama's Master's II universities rose 0.9 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Alabama dropped one place (from 10th to 11th) among the 15 SREB states.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

Athens State College

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90

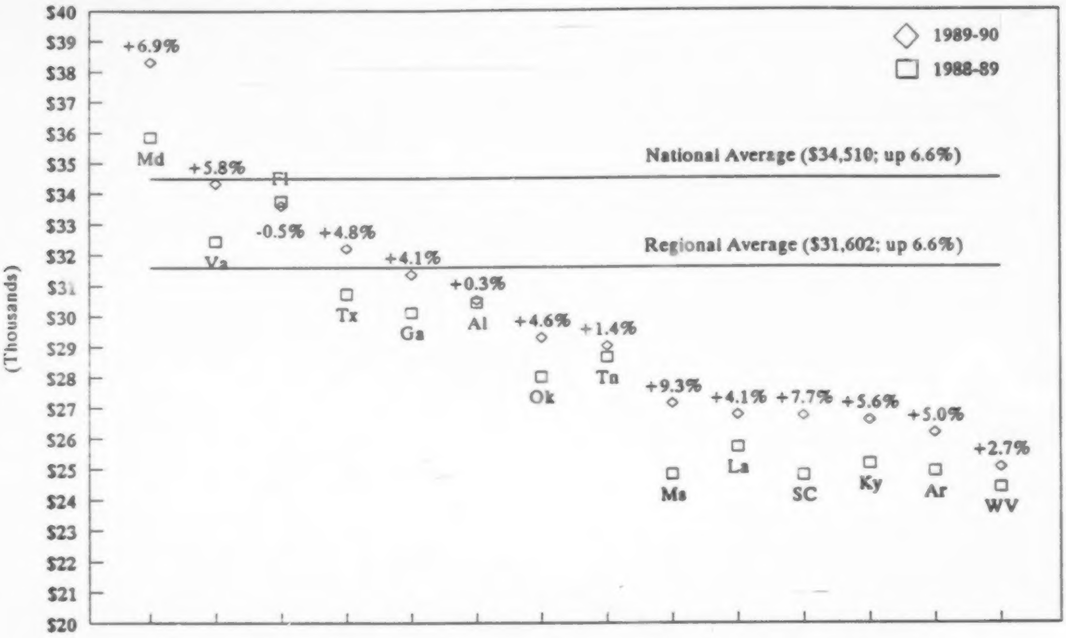


The average full-time faculty salary in Alabama's **Baccalaureate college** was $34,597 in 1989-90--$2,070 more than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in Alabama fell 2.6 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, Alabama ranked 2nd in 1988-89 and 5th in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in all of the other SREB states increased more than in Alabama.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Brewer State Junior College
Central Alabama Community College
Chattahoochee Valley Community College
Community College of Gadsden
Enterprise State Junior College
Faulkner State Junior College
George C. Wallace State Community College at Dothan
George C. Wallace State Community College at Selma
Jefferson Davis State Junior College
Jefferson State Community College
John C. Calhoun State Commmunity College
Lawson State Community College
Lurleen B. Wallace State Junior College
Northeast Alabama State Junior College
Northwest Community College
Patrick Henry State Junior College
Shelton State Community College
Shoals Community College
Snead State Junior College
Southern Union State Junior College
S. D. Bishop State Community College
Wallace State Community College at Hanceville

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



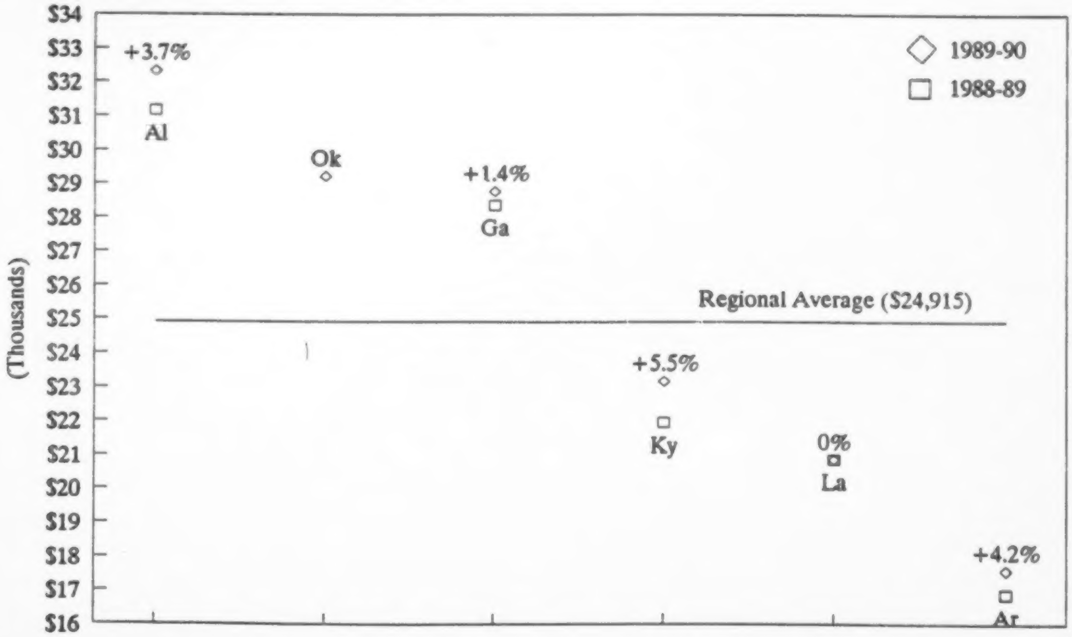
In Alabama's Comprehensive Two-Year colleges, the average salary of full-time faculty was $30,529 in 1989-90--$1,073 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Alabama's Comprehensive Two-Year colleges increased 0.3 percent; national and regional averages increased 6.6 percent. The average salary in Alabama ranked 6th among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Postsecondary Vocational-Technical Institutions: *Institutions awarding vocational-technical certificates and diplomas, some vocational-technical associate degrees may also be awarded.*

Alabama Aviation & Technical College
Atmore State Technical College
Ayers State Technical College
Bessemer State Technical College
Carver State Technical College
Drake State Technical College
Drake State Technical College
Fredd State Technical College
Hobson State Technical College
Ingram State Technical College
MacArthur Technical College
Opelika State Technical College
Patterson State Technical College
Reid State Technical College
Southwest State Technical College
Sparks State Technical College
Trenholm Technical College
Walker State Technical College

Average Full-Time Faculty Salaries
United States and SREB States
Postsecondary Vocational-Technical Institutions
1988-89 and 1989-90



The 1989-90 average salary for full-time faculty in Alabama's **Postsecondary Vocational-Technical institutions** averaged $32,328--$7,413 more than the SREB regional average of $24,915. Alabama ranked 1st in both 1989-90 and 1988-89 among the 6 SREB states reporting full-time faculty salaries in postsecondary vocational-technical institutions.

Note: Oklahoma did not have an institution in this category for 1988-89.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	UNK		UNK
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			UNK		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"UNK"
"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB-State Data Exchange; American Association of University Professors.

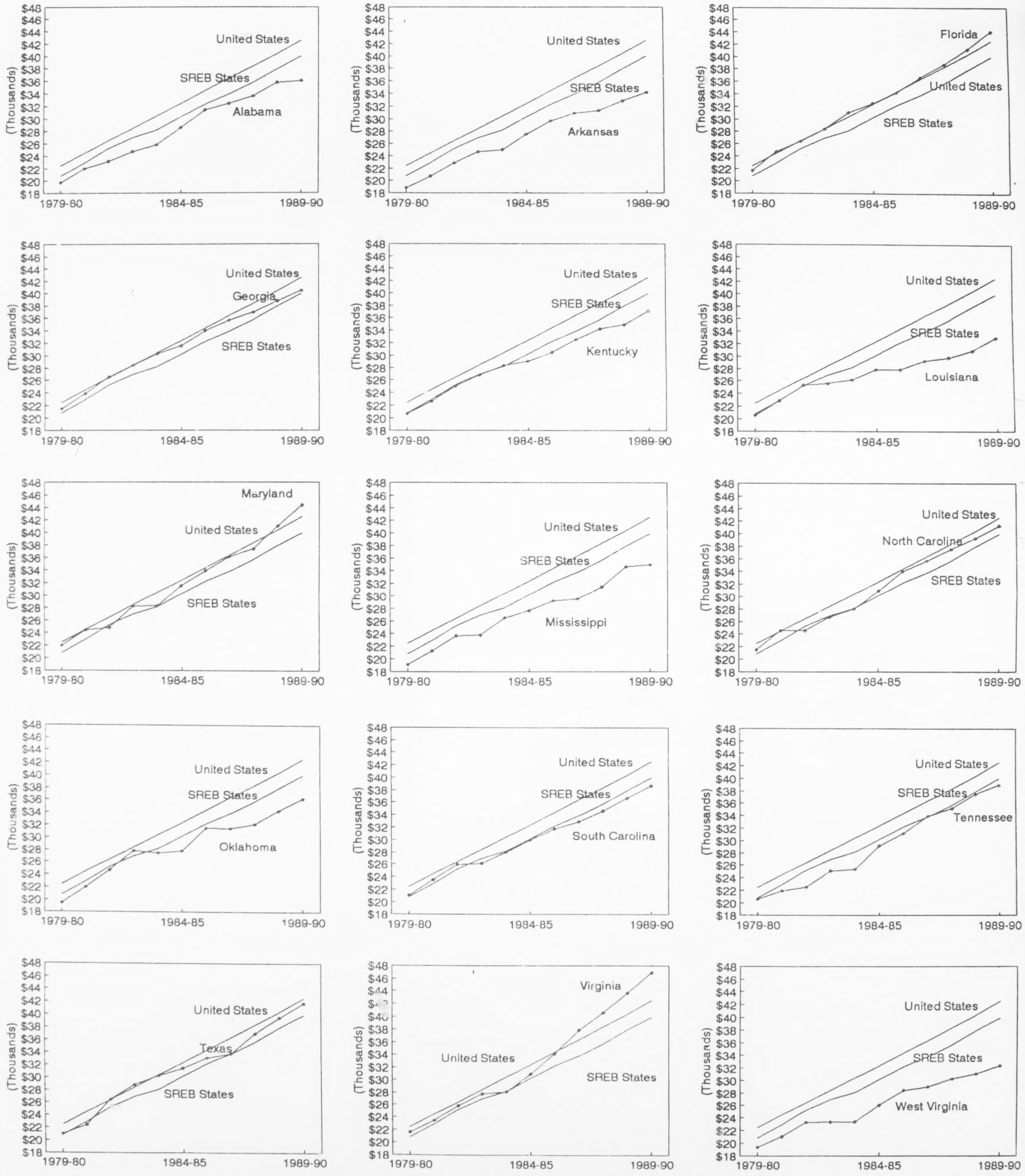
Summary of Institutions Reclassified
1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
Alabama A&M	Doctoral III	Master's I
Muscle Shoals Community College (Alabama)	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee (Oklahoma)	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University (Texas)	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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ARKANSAS

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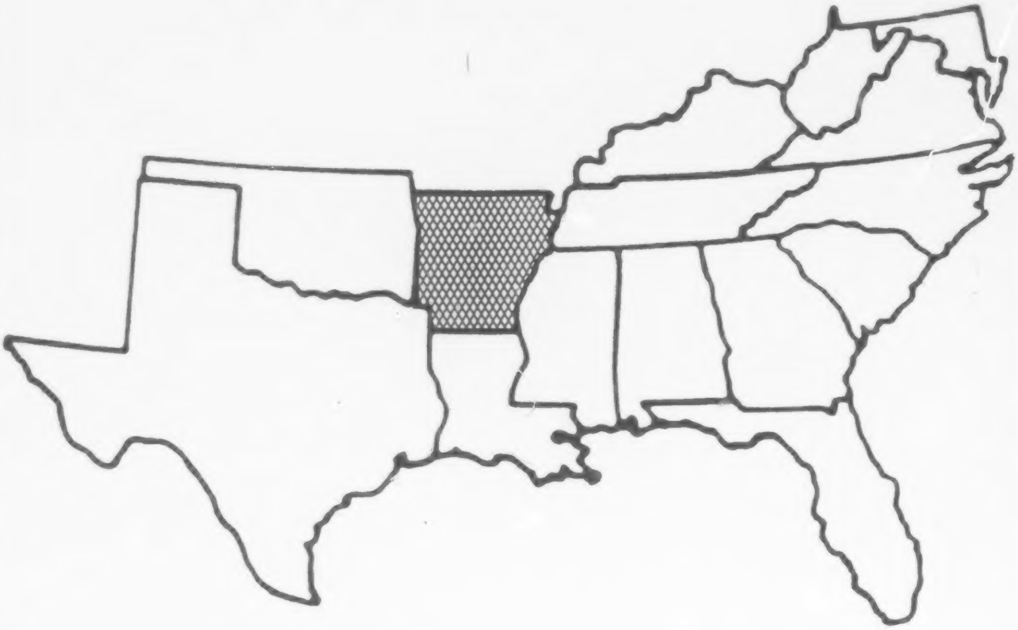
(Public Universities, Colleges, and Postsecondary Vocational-Technical Institutions)



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ARKANSAS HIGHLIGHTS

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- **Master's II Universities ranked 12th of 15, up 3.3 percent.**
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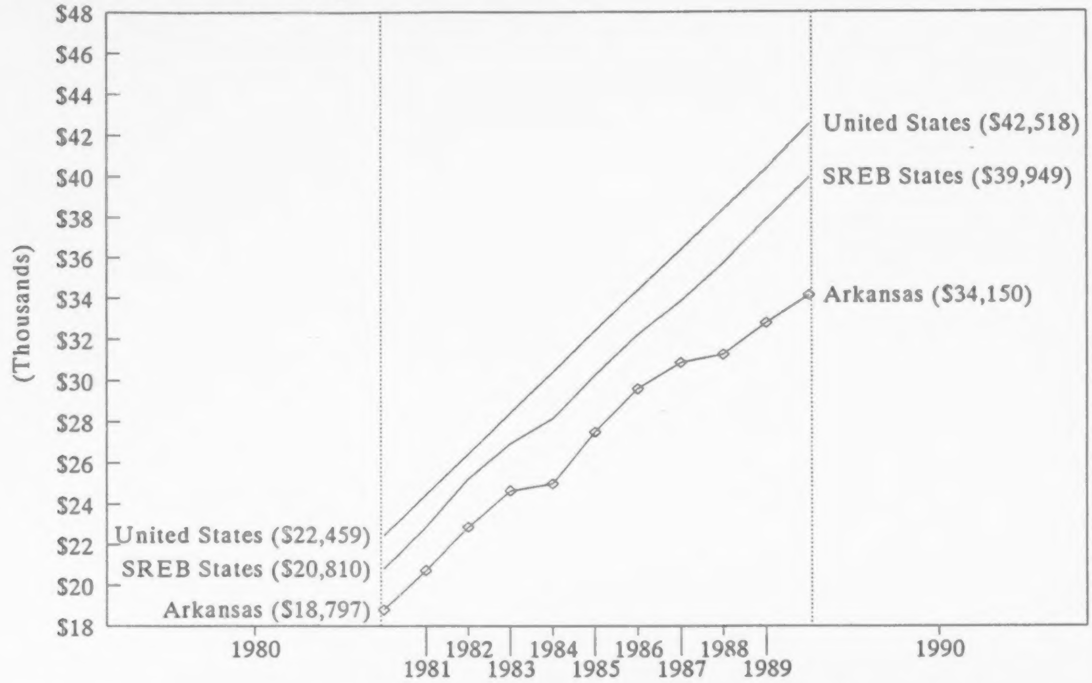

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1988-89 and 1989-90

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University of Arkansas-Fayetteville *

Average Full-Time Faculty Salaries
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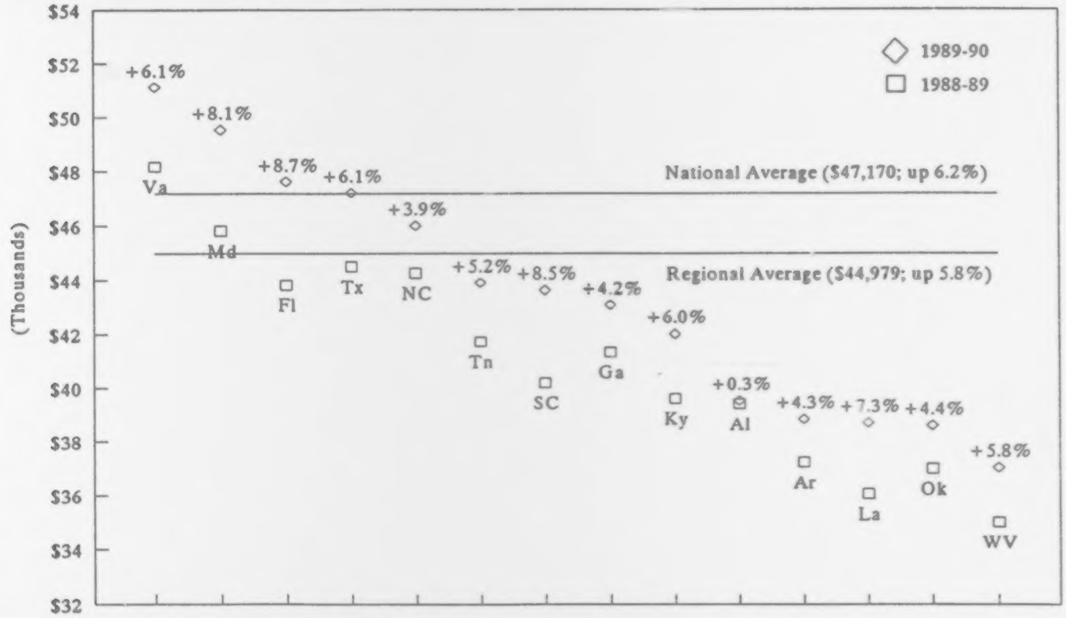
Doctoral I Universities
1988-89 and 1989-90



The average full-time faculty salary in Arkansas' **Doctoral I university** was $38,847 in 1989-90--$6,132 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Arkansas' Doctoral I university increased 4.3 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Arkansas' Doctoral I university continues to rank 11th among the 14 SREB states with this type of university. The one year rate of salary increase in 10 of the other SREB states was greater than in Arkansas.

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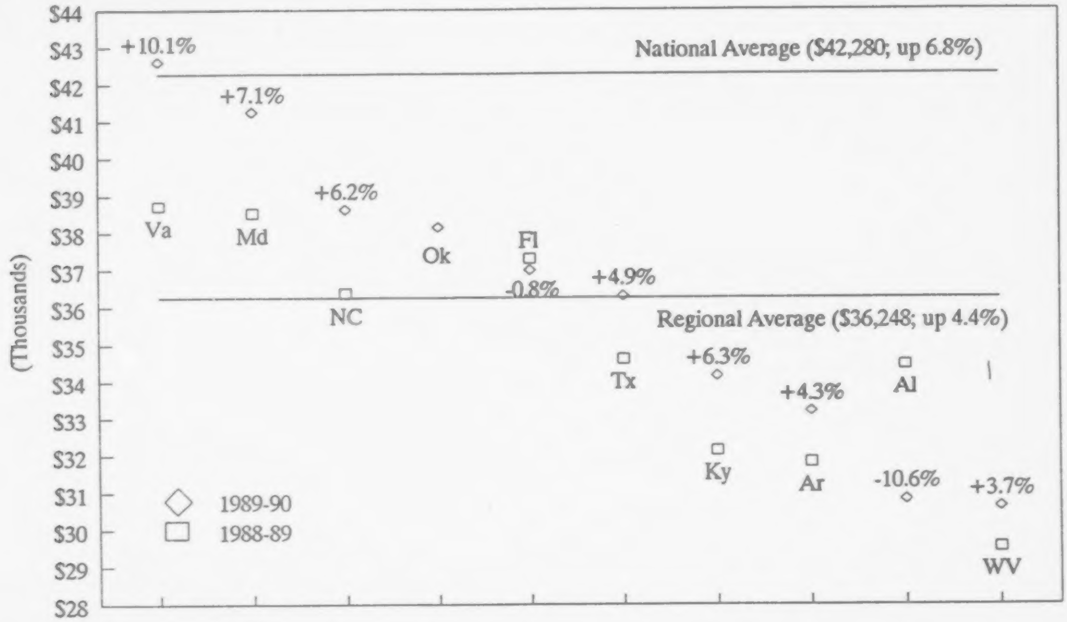
* This institution meets the criteria for Doctoral II as it awarded fewer than 100 doctoral degrees in the most recent classification year. It is included in this category due to special circumstances at the request of the Arkansas Department of Higher Education.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

Arkansas State University-Jonesboro
University of Arkansas-Little Rock
University of Central Arkansas *

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



In 1989-90, the average full-time faculty salary at Arkansas' **Master's I universities** was $33,198--$3,050 below the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in Arkansas grew 4.3 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in Arkansas' Master's I universities remained in 8th place among the 10 SREB states having this type of institution.

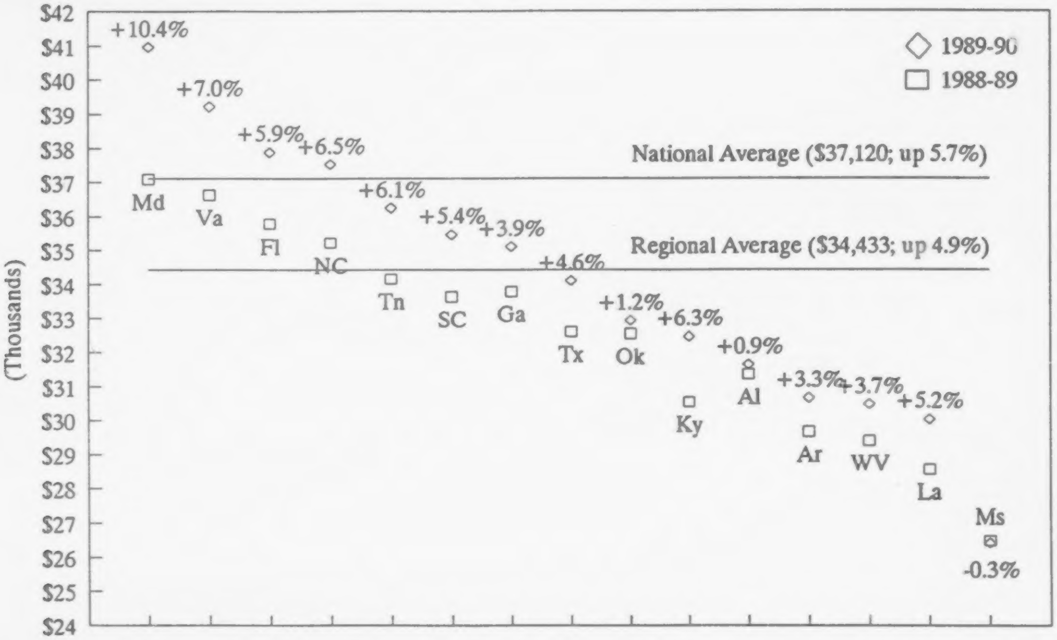
Note: Oklahoma did not have an institution in this category for 1988-89.

* This institution meets the criteria for Master's II as it awarded master's degrees in 8 broad program areas. It is included in this category due to special circumstances at the request of the Arkansas Department of Higher Education.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Arkansas Technical University
Henderson State University
Southern Arkansas University-Magnolia

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

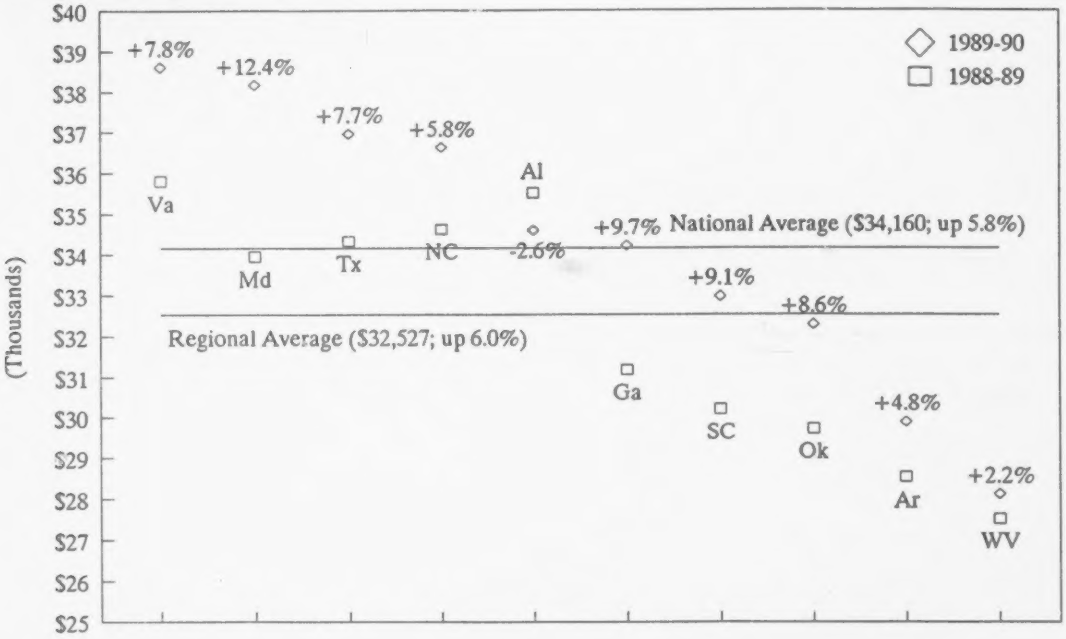


The average full-time faculty salary in 1989-90 at Arkansas' **Master's II universities** was $30,663--$3,770 less than the regional average of $34,433. The average salary in Arkansas' Master's II universities rose 3.3 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Arkansas remained in 12th place among the 15 SREB states; in 10 of the other states the one year rate of salary increase was higher.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

University of Arkansas-Monticello
University of Arkansas-Pine Bluff

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90

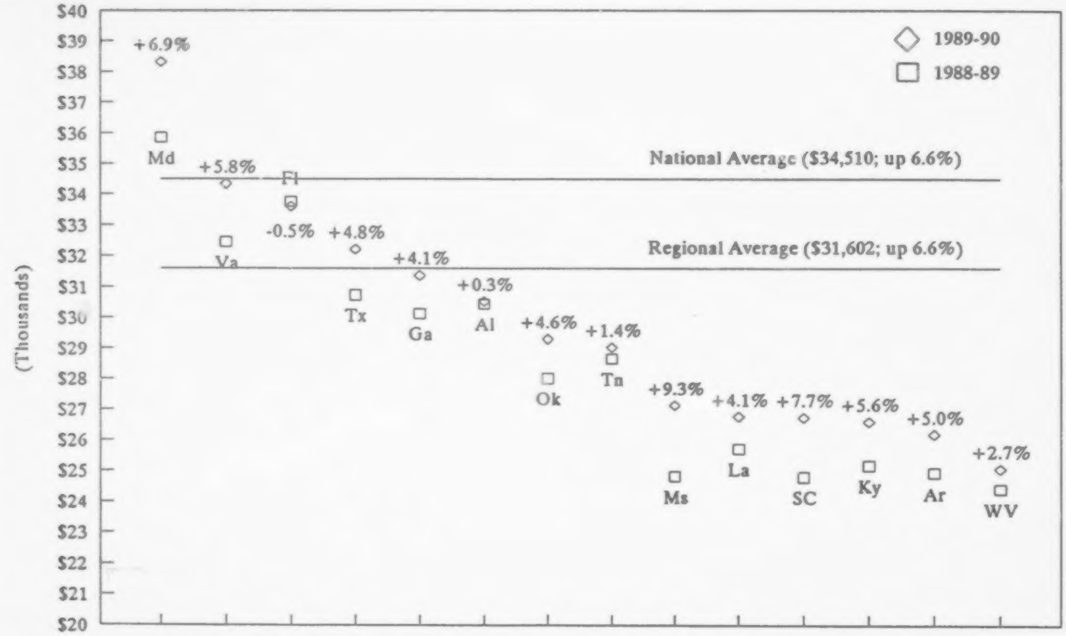


The average full-time faculty salary in Arkansas' **Baccalaureate colleges** was $29,903 in 1989-90--$2,624 less than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in Arkansas increased 4.8 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, Arkansas ranked 9th in both 1988-89 and 1989-90.

__Comprehensive Two-Year Colleges__: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Arkansas State University-Beebe
East Arkansas Community College
Garland County Community College
Mississippi County Community College
North Arkansas Community College
Phillips County Community College
Rich Mountain Community College
Southern Arkansas University-El Dorado
Southern Arkansas University-Technical Branch
Westark Community College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



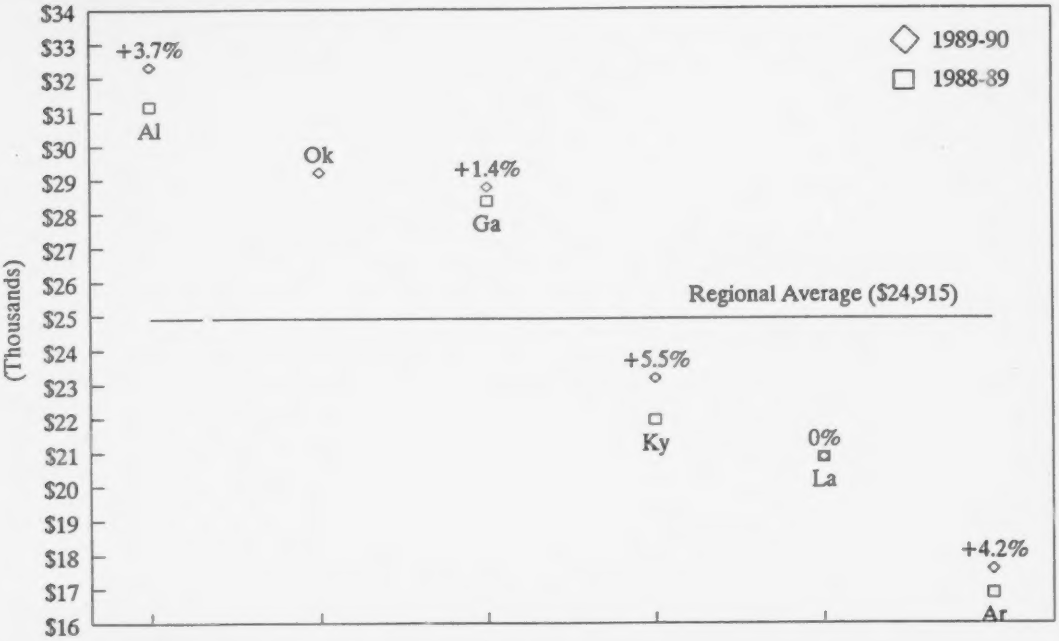
In Arkansas' Comprehensive Two-Year colleges, the average salary of full-time faculty was $26,173 in 1989-90--$5,429 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Arkansas' Comprehensive Two-Year colleges increased 5.0 percent; national and regional averages increased 6.6 percent. The average salary in Arkansas ranked 13th among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Postsecondary Vocational-Technical Institutions: *Institutions awarding vocational-technical certificates and diplomas, some vocational-technical associate degrees may also be awarded.*

Arkansas Valley Vocational-Technical School
Black River Vocational Technical School
Cossatot Vocational Technical School
Cotton Boll Vocational Technical School
Crowley's Ridge Vocational-Technical School
Delta Vocational Technical School
Delta Vocational Technical School
Foothills Vocational Technical School
Forest Echoes Vocational-Technical School
Gateway Vocational Technical School
Great Rivers Vocational-Technical School
Mid-South Vocational Technical School
Northwest Vocational Technical School
Oil Belt Vocational Technical School
Ouachita Vocational Technical School
Ozarka Vocational Technical School
Petit Jean Vocational Technical School
Pines Vocational Technical School
Pulaski Vocational Technical School
Quapaw Vocational Technical School
Red River Vocational Technical School
Rice Belt Vocational Technical School
Riverside Vocational Technical School
Twin Lakes Vocational Technical School
White River Vocational Technical School
Wyoming County Vocational-Technical Center

Average Full-Time Faculty Salaries
United States and SREB States
Postsecondary Vocational-Technical Institutions
1988-89 and 1989-90



The 1989-90 average salary for full-time faculty in Arkansas' **Postsecondary Vocational-Technical institutions** averaged $17,589--$7,326 less than the SREB regional average of $24,915. Arkansas ranked 6th in both 1989-90 and 1988-89 among the 6 SREB states reporting full-time faculty salaries in postsecondary vocational-technical institutions. Only one of these states reported a one-year rate of faculty salary increase larger than Arkansas'.

Note: Oklahoma did not have an institution in this category for 1988-89.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States.......	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	NA		NA
SREB States........	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S....	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			NA		
Alabama..............	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas..............	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida.................	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia................	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky..............	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana..............	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland..............	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi............	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina.....	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma............	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina.....	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee............	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas....................	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia................	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia.......	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB-State Data Exchange; American Association of University Professors.

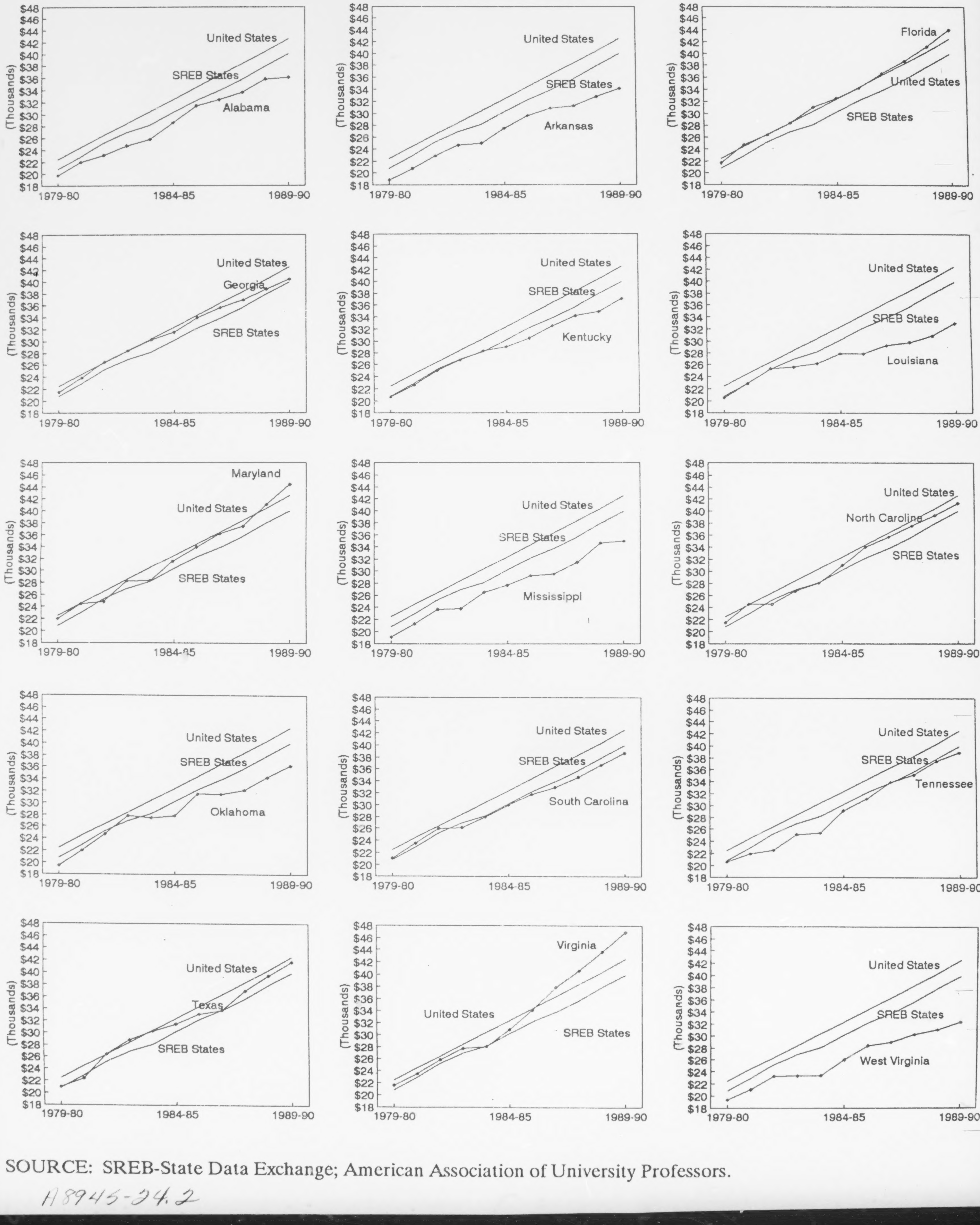
Summary of Institutions Reclassified
1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
Alabama A & M	Doctoral III	Master's I
Muscle Shoals Community College	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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FLORIDA

Faculty Salary Comparisons
To National and SREB Averages
1989-90

(Public Universities and Colleges)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange,** *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

FLORIDA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Florida and Changes Since 1988-89:

- **Doctoral I Universities ranked 3rd of 14, up 8.7 percent.**
- **Doctoral II University ranked 3rd of 10, up 4.6 percent.**
- **Doctoral III Universities ranked 3rd of 10, up 3.6 percent.**
- **Master's I University ranked 5th of 10, down 0.8 percent.**
- **Master's II University ranked 3rd of 15, up 5.9 percent**
- **Comprehensive Two-Year Colleges ranked 3rd of 14, down 0.5 percent.**

Note: 1989-90 data for Postsecondary Vocational-Technical Institutions in Florida were not available.

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

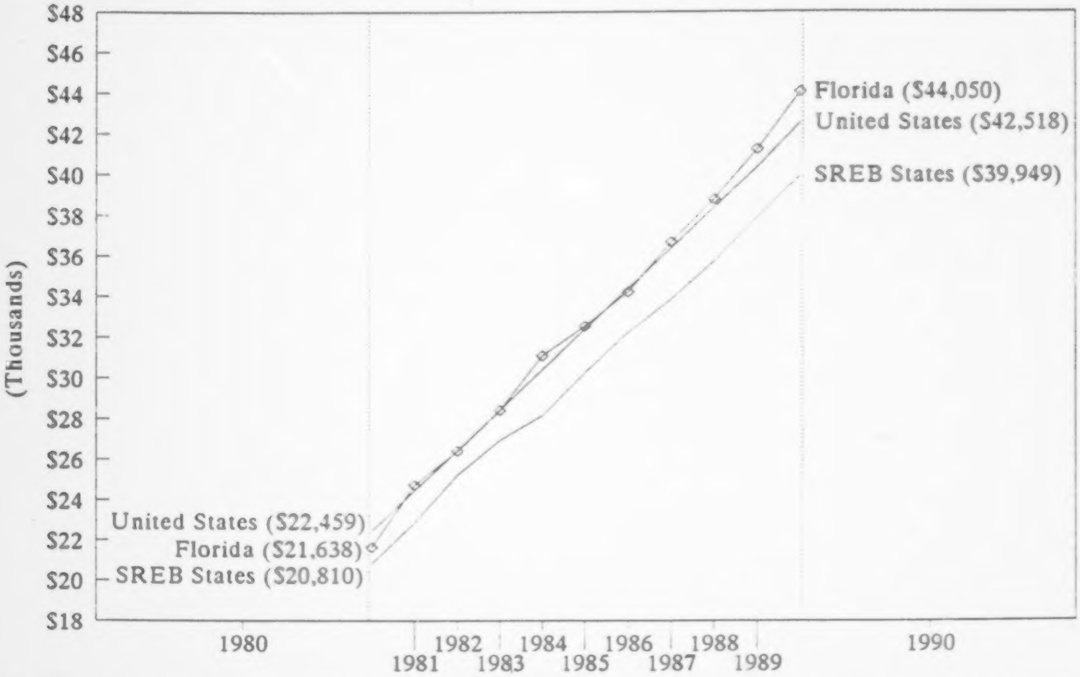
Salary averages from 1979-80 through 1989-90 for full-time faculty in Florida's public four-year colleges and universities are compared to national and regional averages. Florida's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, Florida State University and the University of Florida are classified as Doctoral I universities as they award at least 100 doctoral degrees in at least 10 program areas with no more than one-half of the degrees in any one area. The University of South Florida is classified as a Doctoral II university as it awards at least 30 doctoral degrees in at least 5 program areas.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Florida's public four-year universities and colleges (taken as a group) gained ground on the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Florida's higher education institutions with four-year programs went up 104 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Florida's public four-year universities and colleges stood at 104 percent of the regional average; by 1989-90 it had grown to 110 percent of the regional average, and Florida ranked 3rd among the 15 SREB states.



Of the 14 other SREB states, 1 had salaries increase at the same or a higher rate than Florida over the last 10 years. In 1989-90, full-time faculty in Florida's public four-year universities and colleges, on average, earned $44,050--$4,101 more than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. The average salary in Florida actually increased $1.17 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

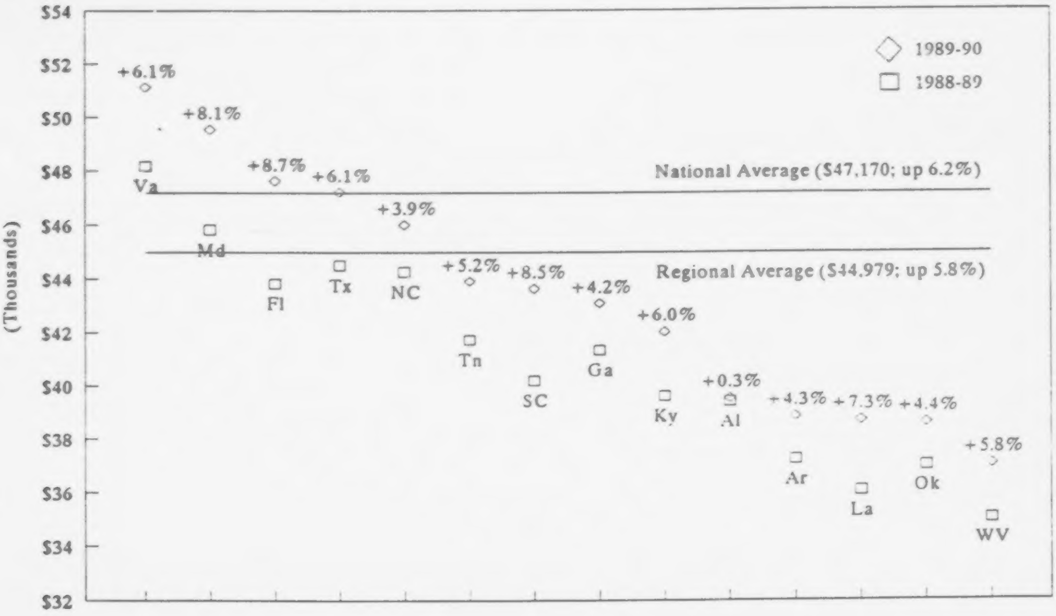
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Florida is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

Florida State University
University of Florida

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

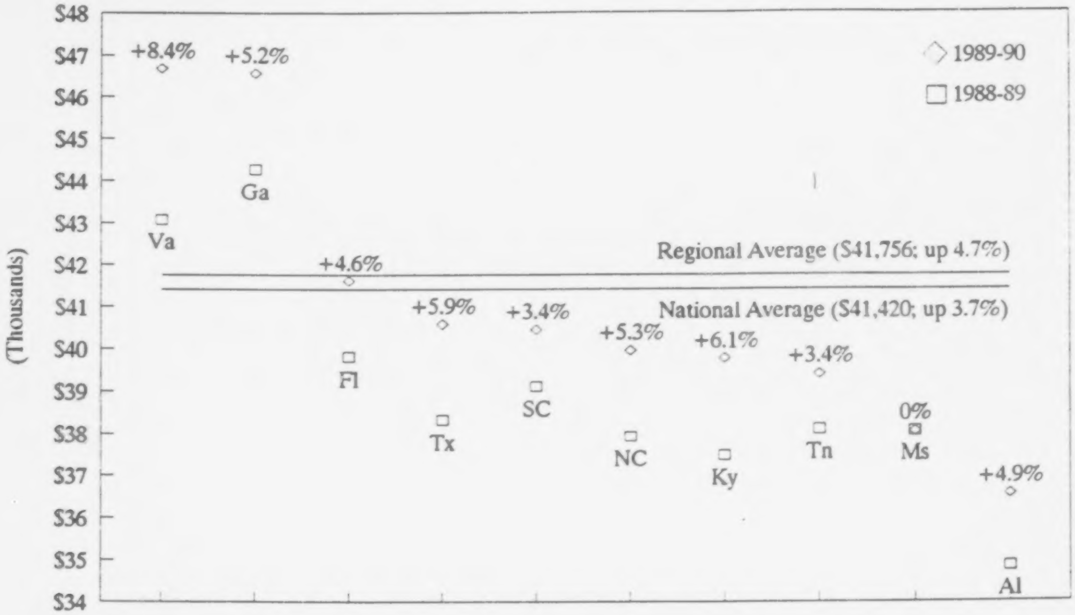


The average full-time faculty salary in Florida's **Doctoral I universities** was $47,616 in 1989-90--$2,637 above the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Florida's Doctoral I universities increased 8.7 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Florida's Doctoral I universities rank 3rd among the 14 SREB states with this type of university.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

University of South Florida

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

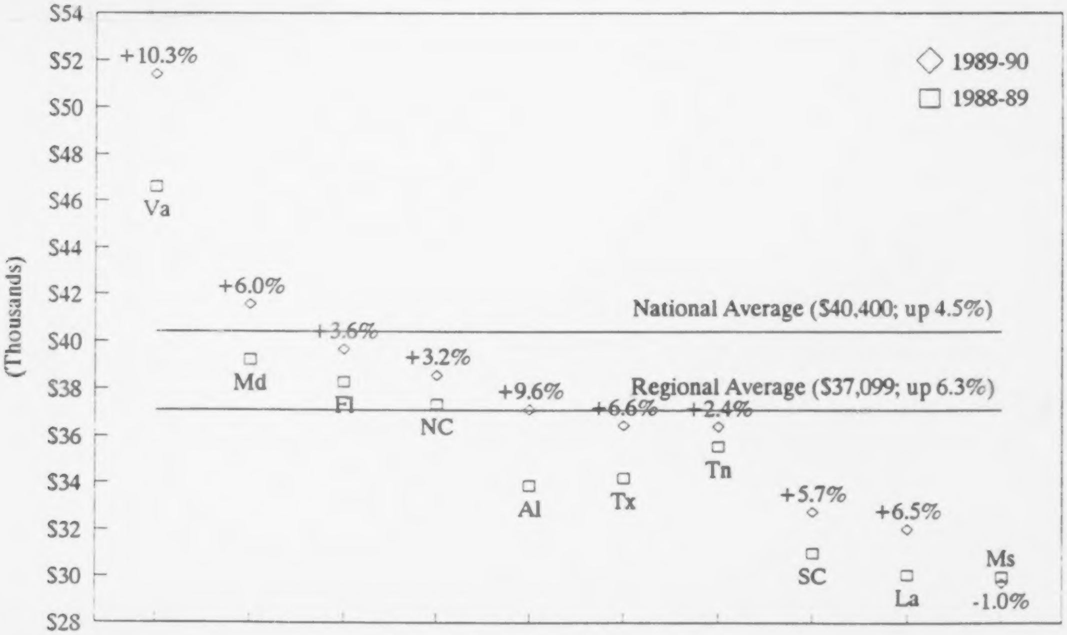


The average full-time faculty salary at Florida's **Doctoral II university** in 1989-90 was $41,618--$138 below the $41,756 regional average. The average salary at Florida's Doctoral II university increased 4.6 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. Florida's Doctoral II university ranked 3rd among the 10 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

Florida Agricultural & Mechanical University *
Florida Atlantic University
Florida International University **
University of Central Florida

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90



At the **Doctoral III universities** in Florida, the average full-time instructional faculty salary was $39,662 in 1989-90--$2,563 above the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in Florida rose 3.6 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, Florida's average salary ranked 3rd in 1989-90 and 1988-89. Six of the other SREB states with this type of university had a one year percent increase greater than Florida's.

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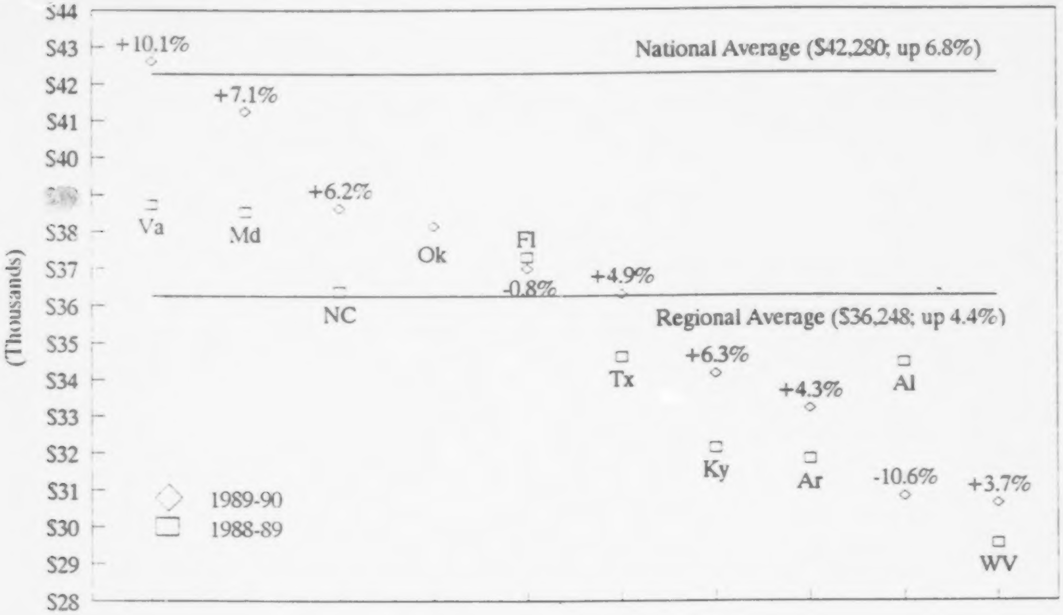
* Florida Agricultural & Mechanical University was classified as a Master's II institution in 1988-89.

** Florida International University was classified as a Master's I institution in 1988-89.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

University of West Florida

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



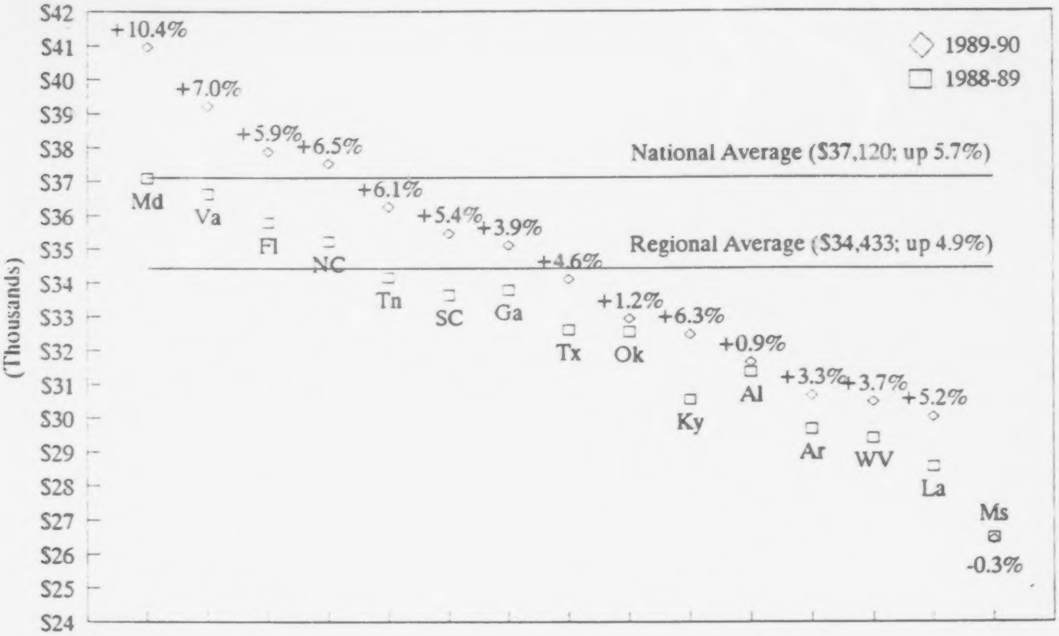
In 1989-90, the average full-time faculty salary at Florida's **Master's I university** was $36,980--$732 above the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in Florida dropped 0.8 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in Florida's Master's I university fell from 3rd to 5th place among the 10 SREB states having this type of institution. Six states had increases; 2 states reported decreases.

Note: Oklahoma did not have an institution in this category for 1988-89. Florida International University was classified as a Master's I institution in 1988-89. This change in classification results in the apparent decrease in average salaries in Florida's Master's I universities.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

University of North Florida

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

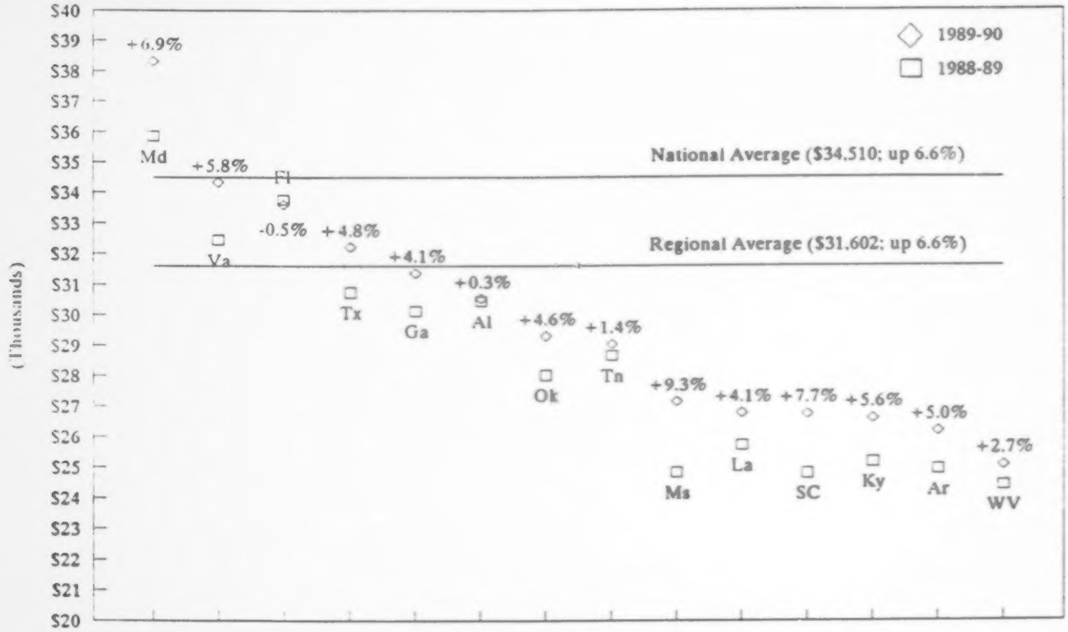


The average full-time faculty salary in 1989-90 at Florida's **Master's II university** was $37,884--$3,451 more than the regional average of $34,433. The average salary in Florida's Master's II university rose 5.9 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Florida remained in 3rd place among the 15 SREB states; in 8 of the other states the one year rate of salary increase was lower; 1 declined.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Brevard Community College
Broward Community College
Central Florida Community College
Chipola Junior College
Daytona Beach Community College
Edison Community College
Florida Community College-Jacksonville
Florida Keys Community College
Gulf Coast Community College
Hillsborough Community College
Indian River Community College
Lake City Community College
Lake-Sumter Community College
Manatee Community College
Miami-Dade Community College
North Florida Junior College
Okaloosa-Walton Junior College
Palm Beach Junior College
Pasco-Hernando Community College
Pensacola Junior College
Polk Community College
Santa Fe Community College
Seminole Community College
South Florida Junior College
St. Johns River Community College
St. Petersburg Junior College
Tallahassee Community College
Valencia Community College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In Florida's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $33,593 in 1989-90--$1,991 above the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Florida's Comprehensive Two-Year colleges decreased 0.5 percent; national and regional averages increased 6.6 percent. The average salary in Florida ranked 3rd among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available. The Florida data reflect a change in personnel classification within Florida. Individual faculty members received increases averaging approximately 5 percent.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	UNK		UNK
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			UNK		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	-	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
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Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"UNK"
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SOURCE: SREB-State Data Exchange; American Association of University Professors.

Summary of Institutions Reclassified
1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
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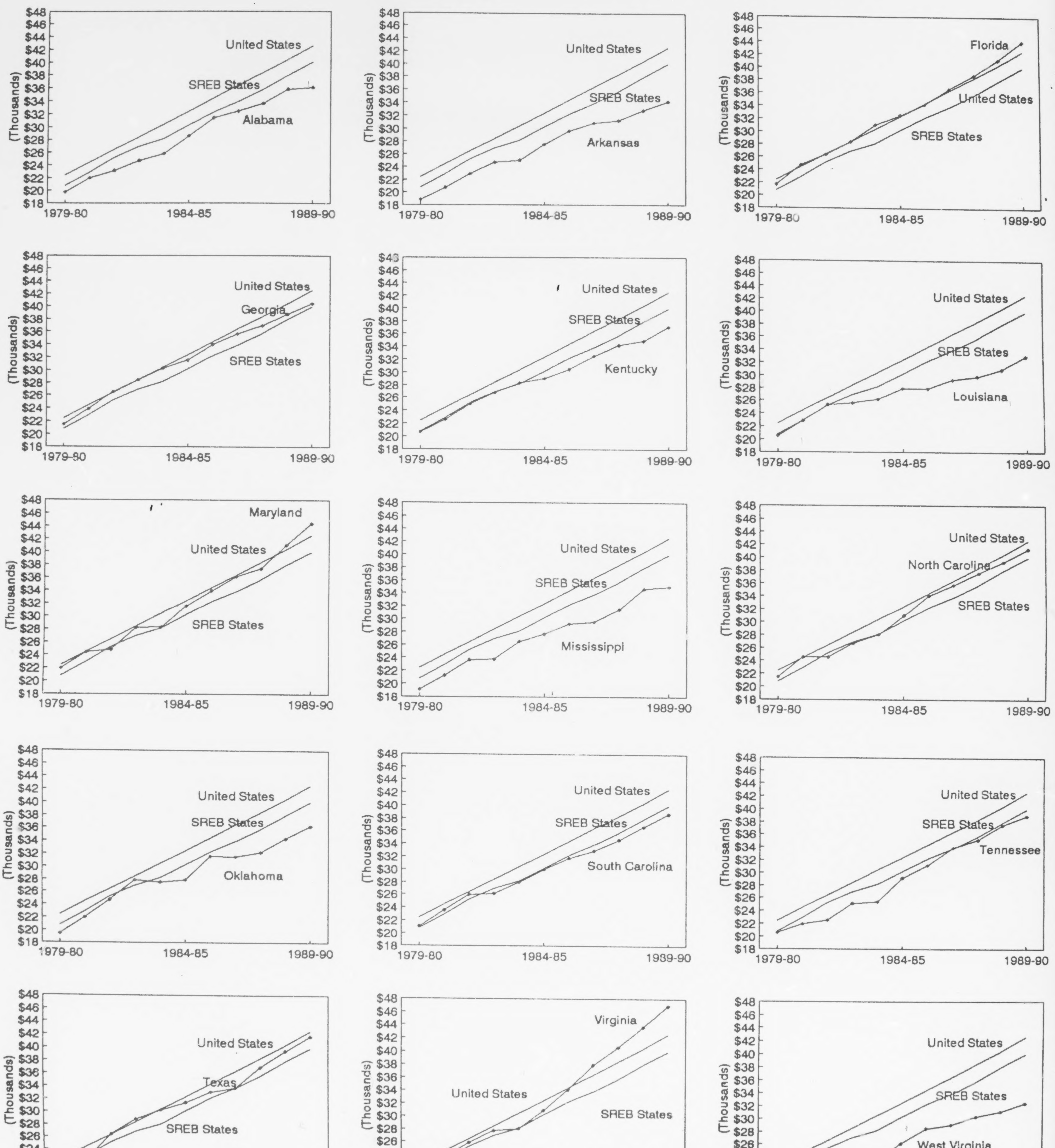
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages
Public Four-Year Colleges and Universities
1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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GEORGIA

Faculty Salary Comparisons
To National and SREB Averages
1989-90

(Public Universities, Colleges, and Postsecondary Vocational-Technical Institutions)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange**, *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

GEORGIA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Georgia and Changes Since 1988-89:

- **Doctoral I University ranked 8th of 14, up 4.2 percent.**
- **Doctoral II Universities ranked 2nd of 10, up 5.2 percent.**
- **Master's II Universities ranked 7th of 15, up 3.9 percent.**
- **Baccalaureate College ranked 6th of 10, up 9.7 percent.**
- **Comprehensive Two-Year Colleges ranked 5th of 14, up 4.1 percent.**
- **Postsecondary Vo-Tech Institutions ranked 3rd of 6 up 1.4 percent.**

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

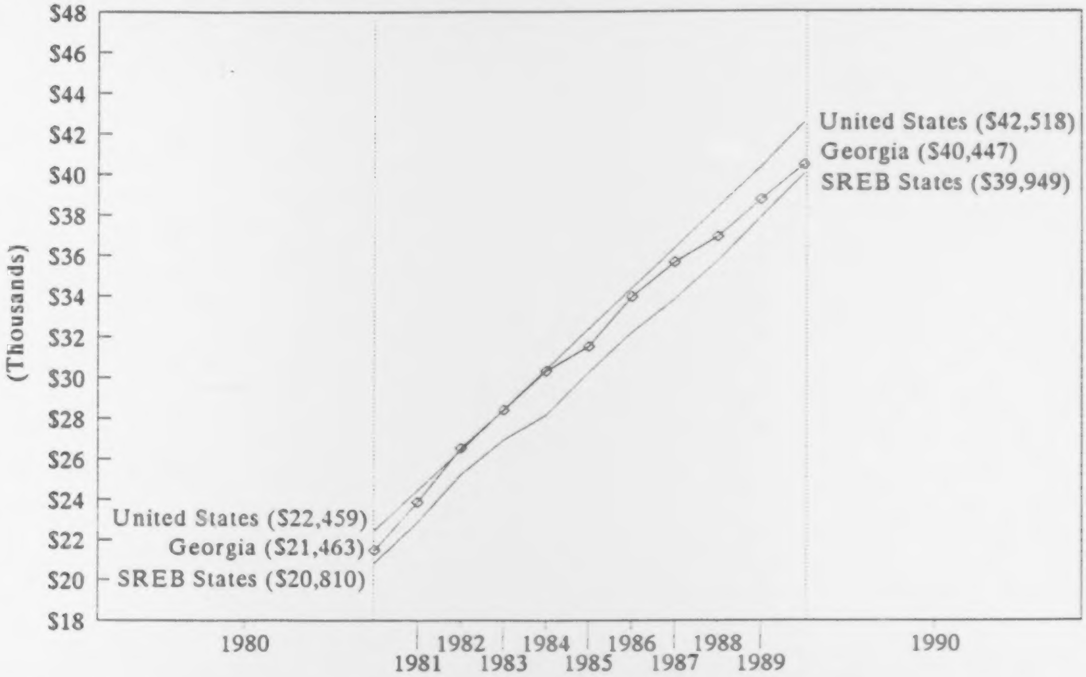
Salary averages from 1979-80 through 1989-90 for full-time faculty in Georgia's public four-year colleges and universities are compared to national and regional averages. Georgia's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, the University of Georgia is classified as a Doctoral I university as it awards at least 100 doctoral degrees in at least 10 program areas with no more than one-half of the degrees in any one area. The Georgia Institute of Technology and Georgia State University are classified as Doctoral II universities as they award at least 30 doctoral degrees in at least 5 program areas.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Georgia's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Georgia's higher education institutions with four-year programs went up 88 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Georgia's public four-year universities and colleges stood at 103 percent of the regional average; by 1989-90 it had dropped to 101 percent of the regional average, and Georgia ranked 6th among the 15 SREB states.



Of the 14 other SREB states, 6 had salaries increase at the same or a higher rate than Georgia over the last 10 years. In 1989-90, full-time faculty in Georgia's public four-year universities and colleges, on average, earned $40,447--$498 more than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. The average salary in Georgia actually increased $0.99 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

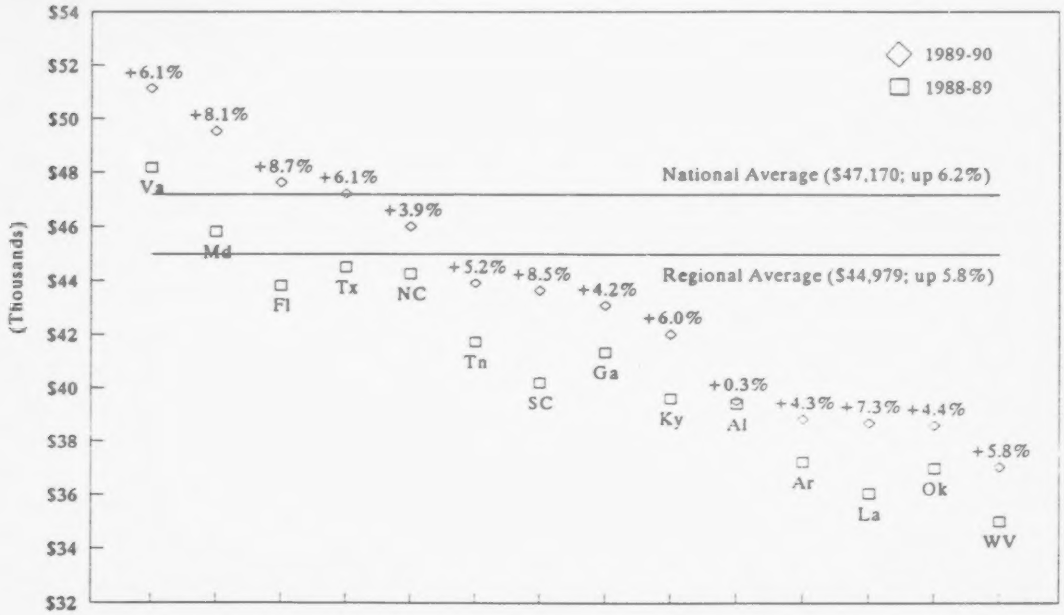
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Georgia is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

University of Georgia

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

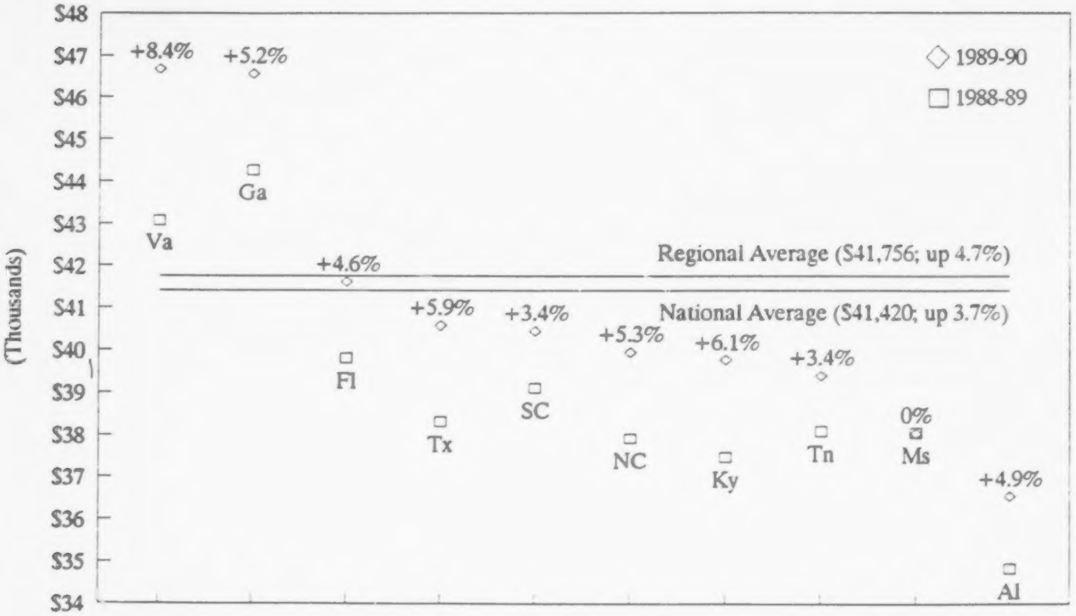


The average full-time faculty salary in Georgia's **Doctoral I university** was $43,072 in 1989-90--$1,907 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Georgia's Doctoral I university increased 4.2 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Georgia's Doctoral I university rank 8th among the 14 SREB states with this type of university.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

Georgia Institute of Technology
Georgia State University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

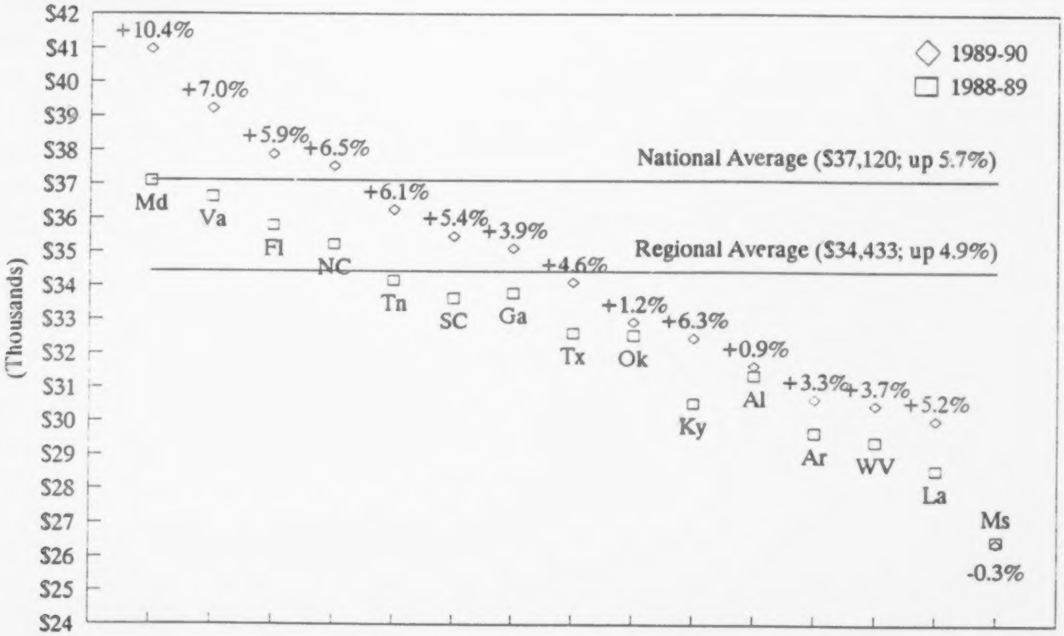


The average full-time faculty salary at Georgia's **Doctoral II universities** in 1989-90 was $46,573--$4,817 above the $41,756 regional average. The average salary at Georgia's Doctoral II universities increased 5.2 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. Georgia's Doctoral II universities ranked 2nd among the 10 SREB states with this type of university.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Albany State College
Armstrong State College
Augusta College
Columbus College
Fort Valley State College
Georgia College
Georgia Southern College
Georgia Southwestern College
Kennesaw State College
North Georgia College
Savannah State College
Valdosta State College
West Georgia College

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

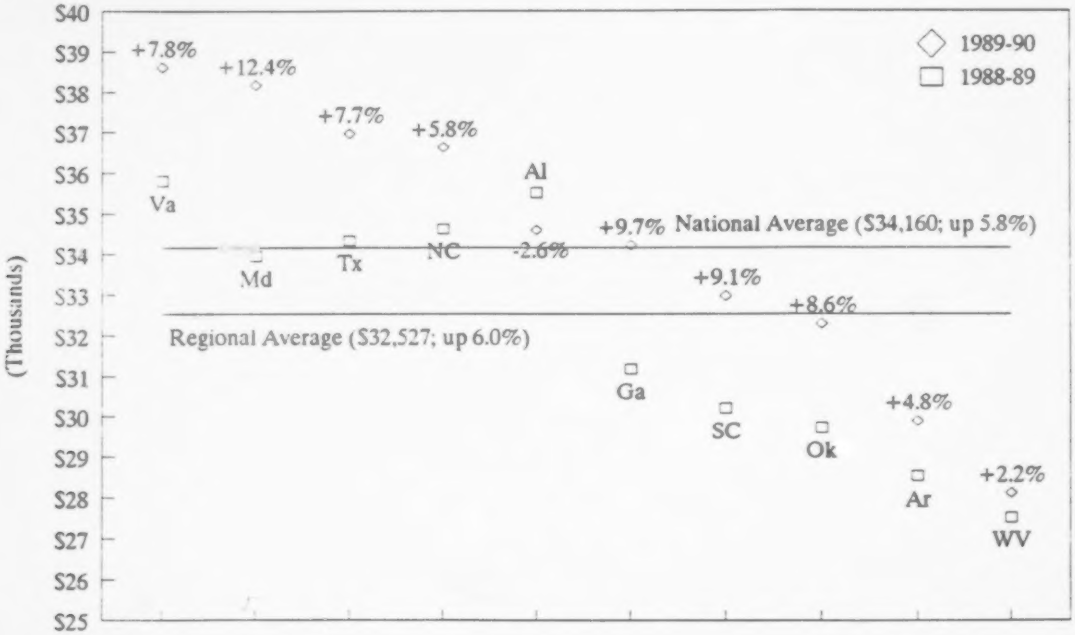


The average full-time faculty salary in 1989-90 at Georgia's **Master's II universities** was $35,114--$681 more than the regional average of $34,433. The average salary in Georgia's Master's II universities rose 3.9 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Georgia dropped one place (from 6th to 7th) among the 15 SREB states.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

Clayton State College

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90

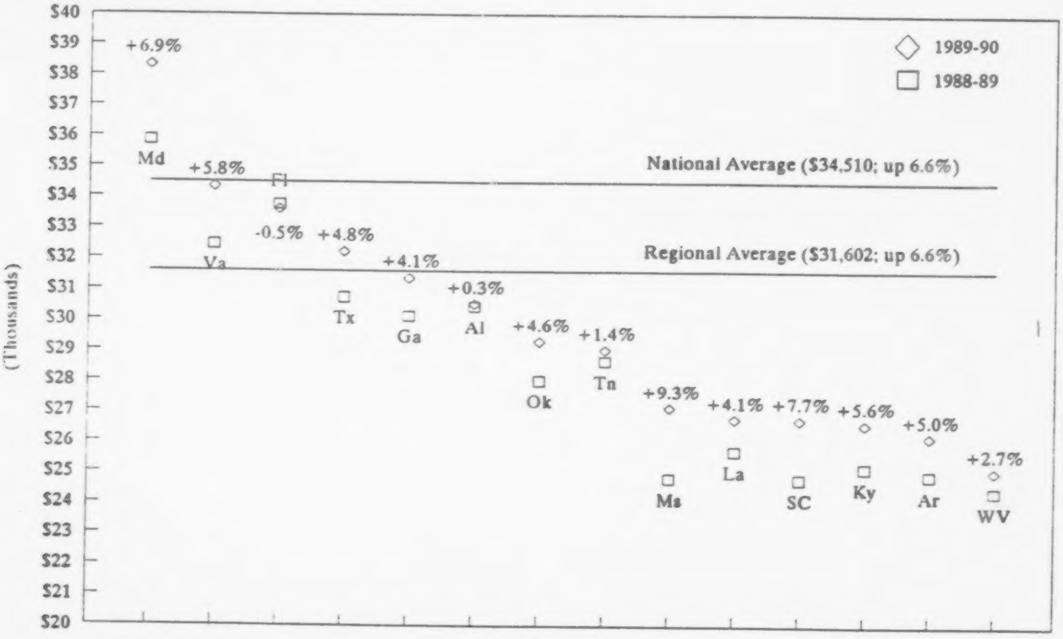


The average full-time faculty salary in Georgia's **Baccalaureate college** was $34,221 in 1989-90--$1,694 more than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in Georgia increased 9.7 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, Georgia ranked 6th in both 1988-89 and 1989-90.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Abraham Baldwin Agricultural College
Atlanta Metropolitan College
Bainbridge College
Brunswick College
Dalton College
Darton College
DeKalb College
East Georgia College
Floyd College
Gainesville College
Gordon College
Macon College
Middle Georgia College
South Georgia College
Waycross College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



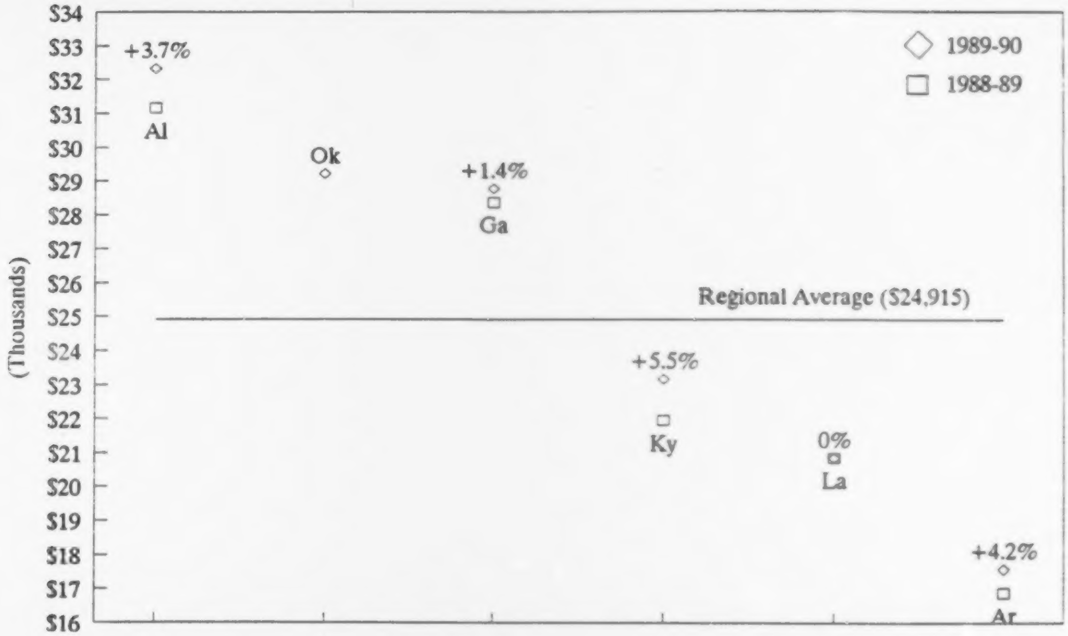
In Georgia's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $31,374 in 1989-90--$228 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Georgia's Comprehensive Two-Year colleges increased 4.1 percent; national and regional averages increased 6.6 percent. The average salary in Georgia ranked 5th among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Postsecondary Vocational-Technical Institutions: *Institutions awarding vocational-technical certificates and diplomas, some vocational-technical associate degrees may also be awarded.*

Albany Technical Institute
Altamaha Technical Institute
Athens Area Technical Institute
Atlanta Technical School
Augusta Technical Institute
Baldwin Adult Center
Baldwin Adult Center
Ben Hill-Irwin Technical Institute
Carroll Technical Institute
Chattahoochee Technical Institute
Columbus Technical Institute
Coosa Valley Technical Institute
Dalton School of Health Occupations
DeKalb Technical Institute
Griffin Technical Institute
Gwinnett Technical Institute
Heart of Georgia Technical Institute
Lanier Technical Institute
Macon Technical Institute
Middle Georgia Technical Institute
Mouitrie Technical Institute
North Georgia Technical Institute
North Metro Technical Institute
Ogeechee Technical Institute
Okefenokee Technical Institute
Pickens Technical Institute
Savannah Technical Institute
South Georgia Technical Institute
Southeastern Technical Institute
Swainsboro Technical Institute
Thomas Technical Institute
Upson Technical Institute
Valdosta Technical Institute
Walker Technical Institute
West Georgia Technical Institute

Average Full-Time Faculty Salaries
United States and SREB States
Postsecondary Vocational-Technical Institutions
1988-89 and 1989-90



The 1989-90 average salary for full-time faculty in Georgia's **Postsecondary Vocational-Technical institutions** averaged $28,773--$3,858 more than the SREB regional average of $24,915. Georgia ranked 3rd in 1989-90, down from 2nd in 1988-89 among the 6 SREB states reporting full-time faculty salaries in postsecondary vocational-technical institutions.

Note: Oklahoma did not have an institution in this category for 1988-89.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	UNK		UNK
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			UNK		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
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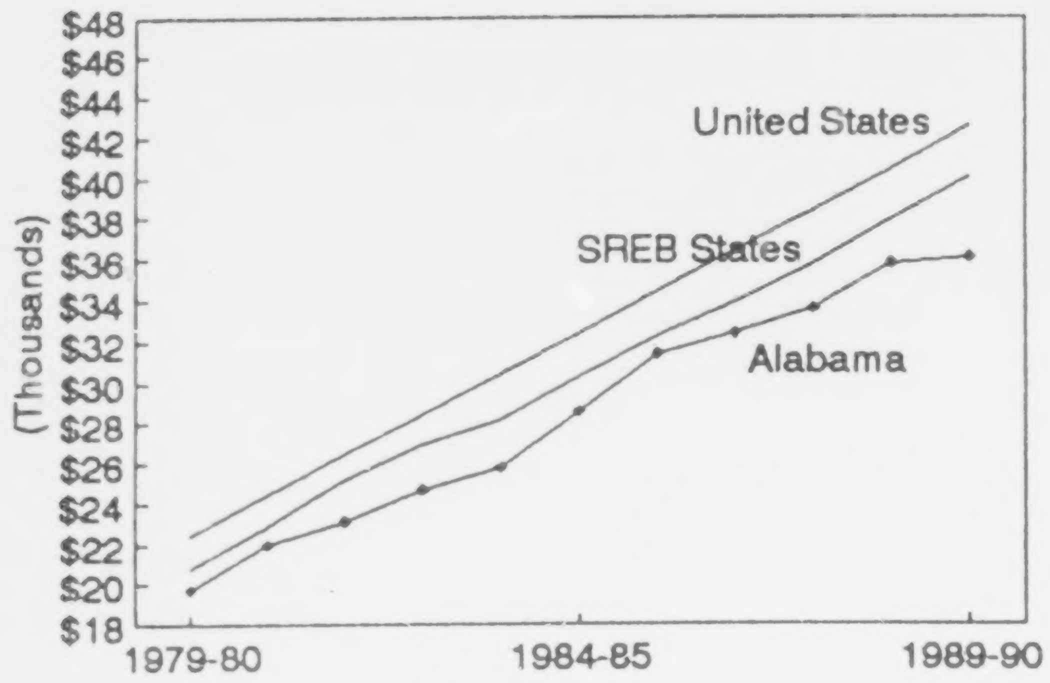
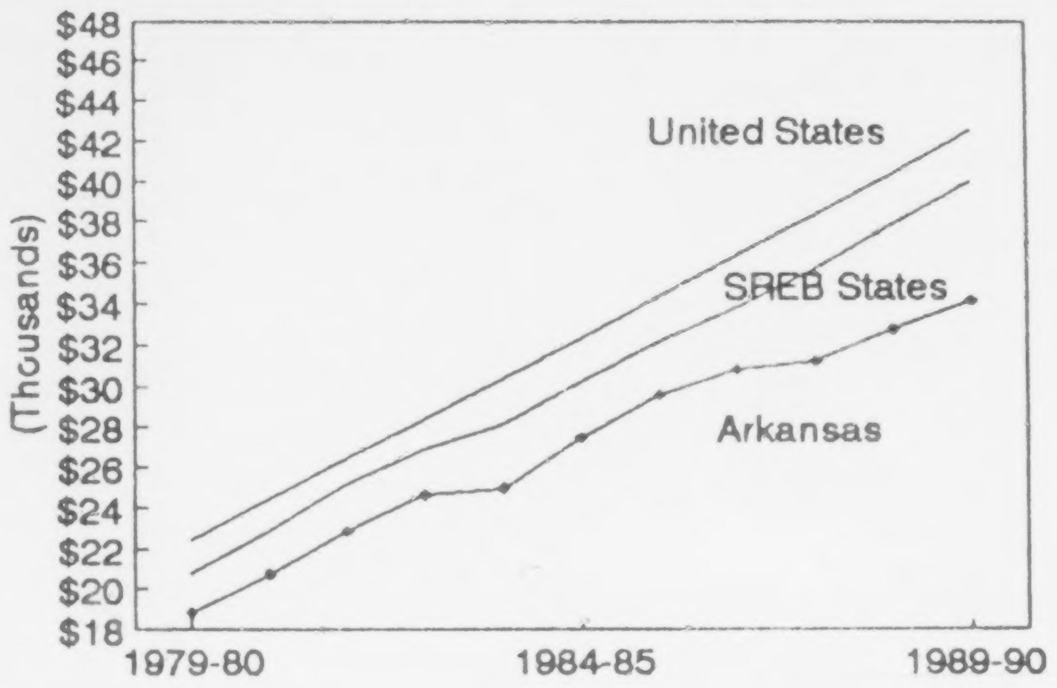
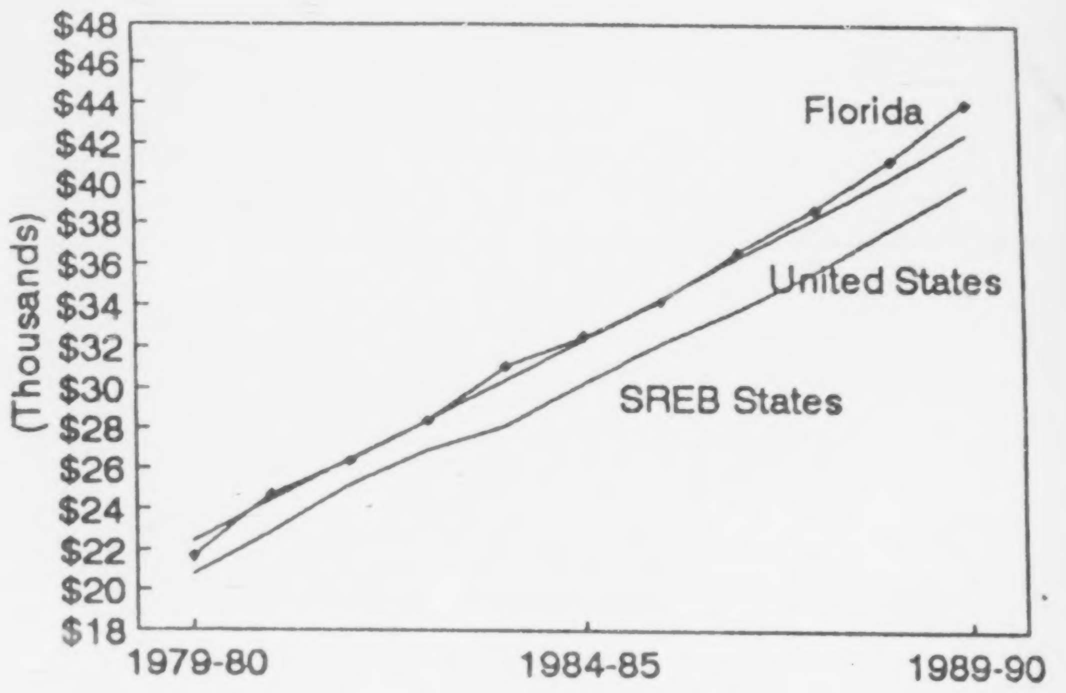
Trends in Faculty Salary Averages

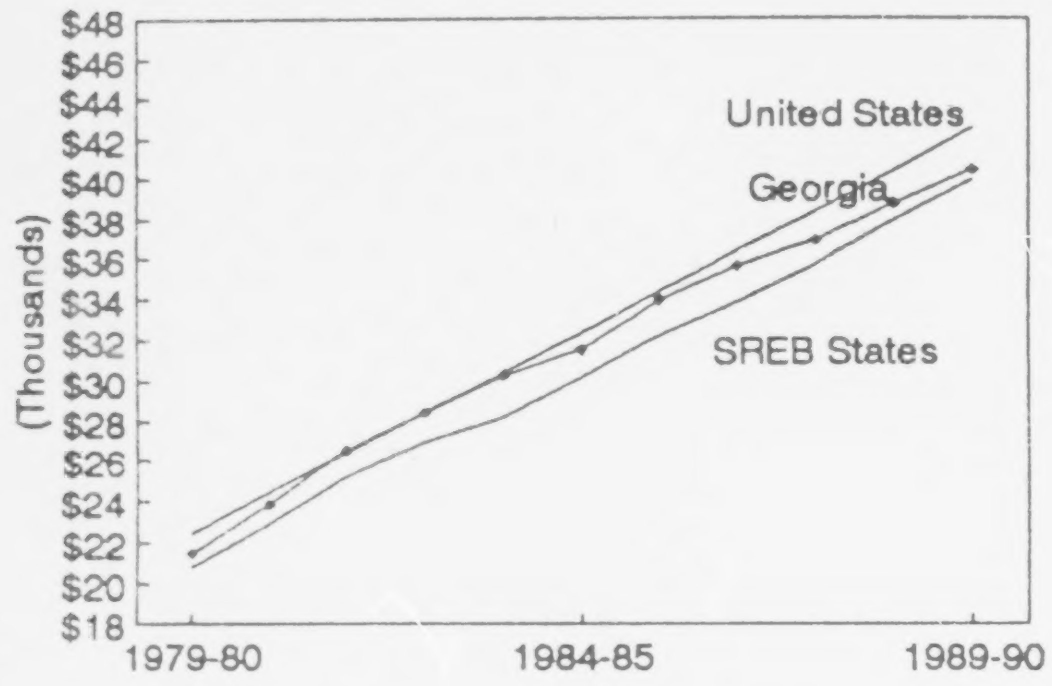
Public Four-Year Colleges and Universities

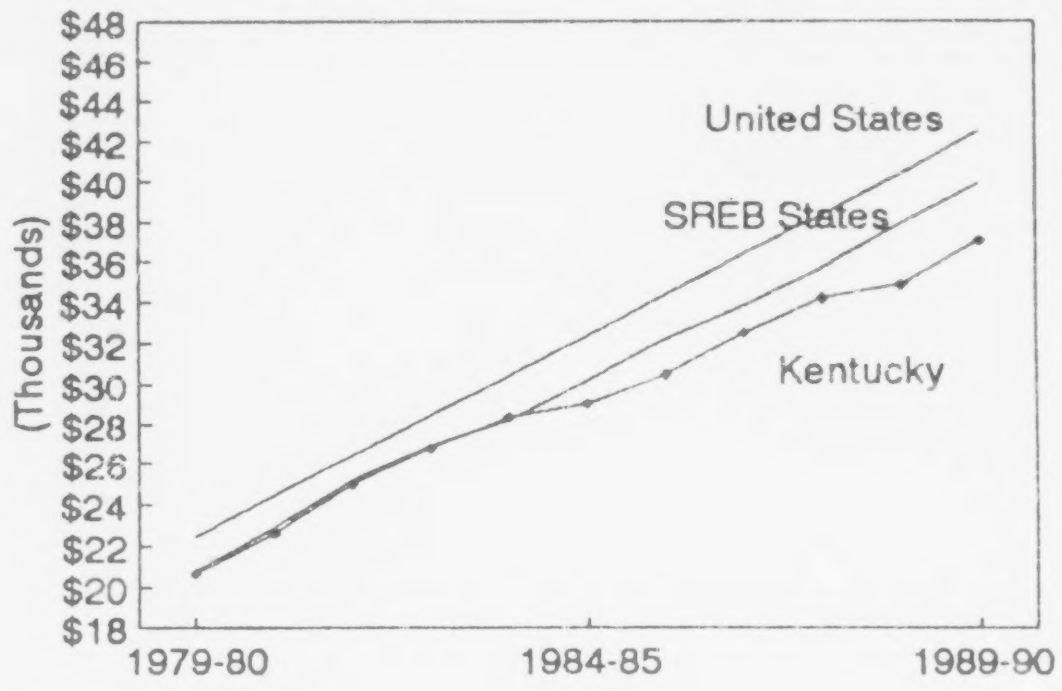
1979-80 to 1989-90

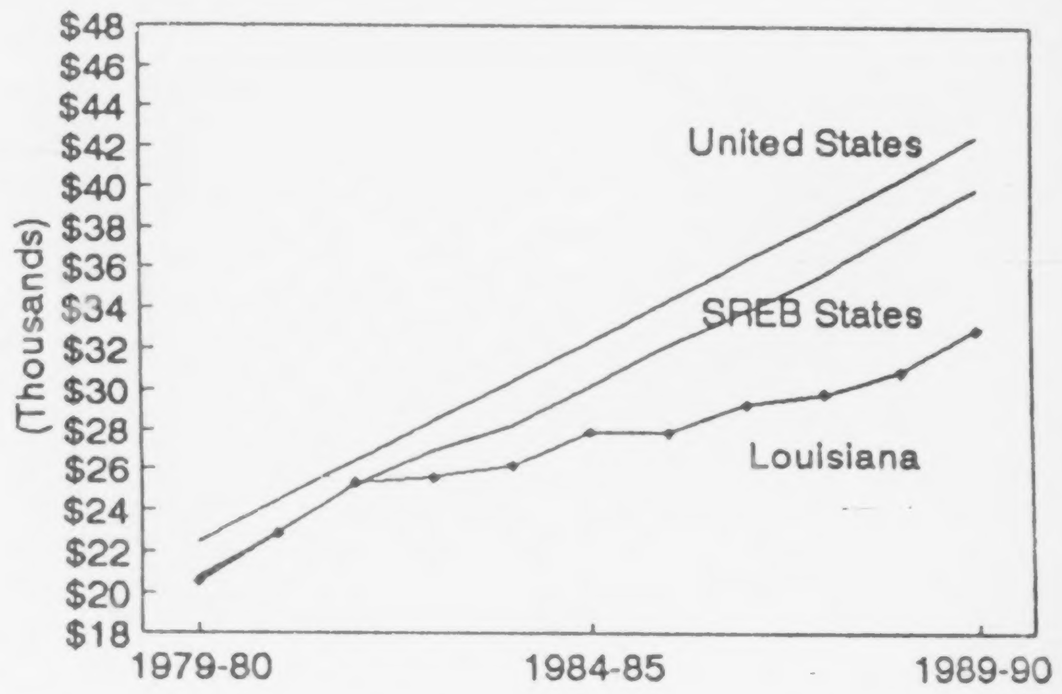


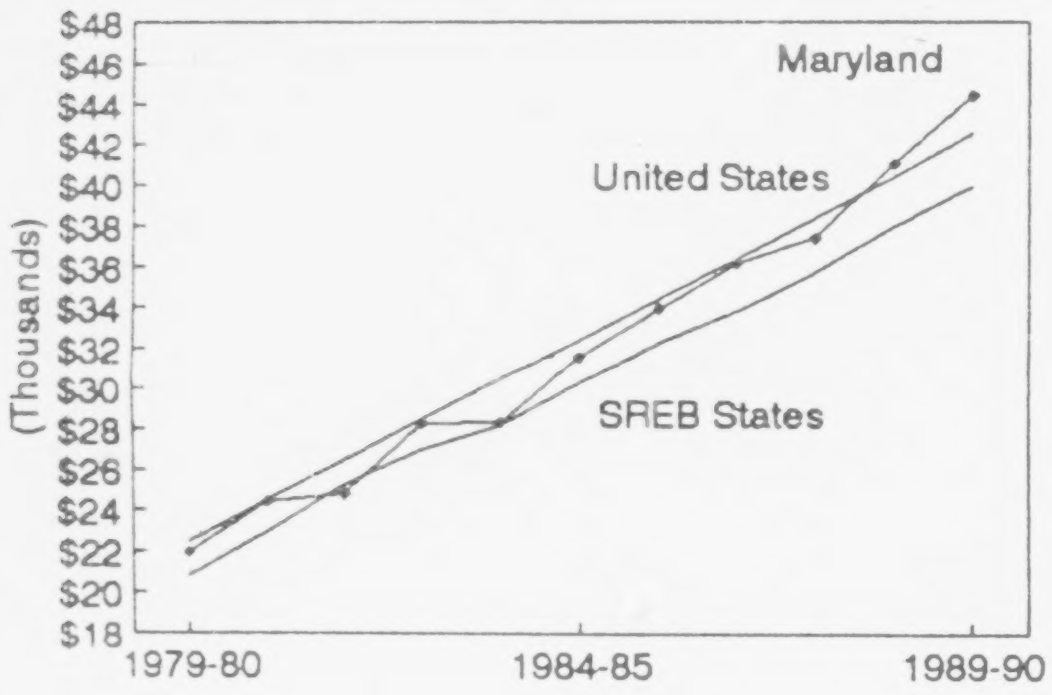


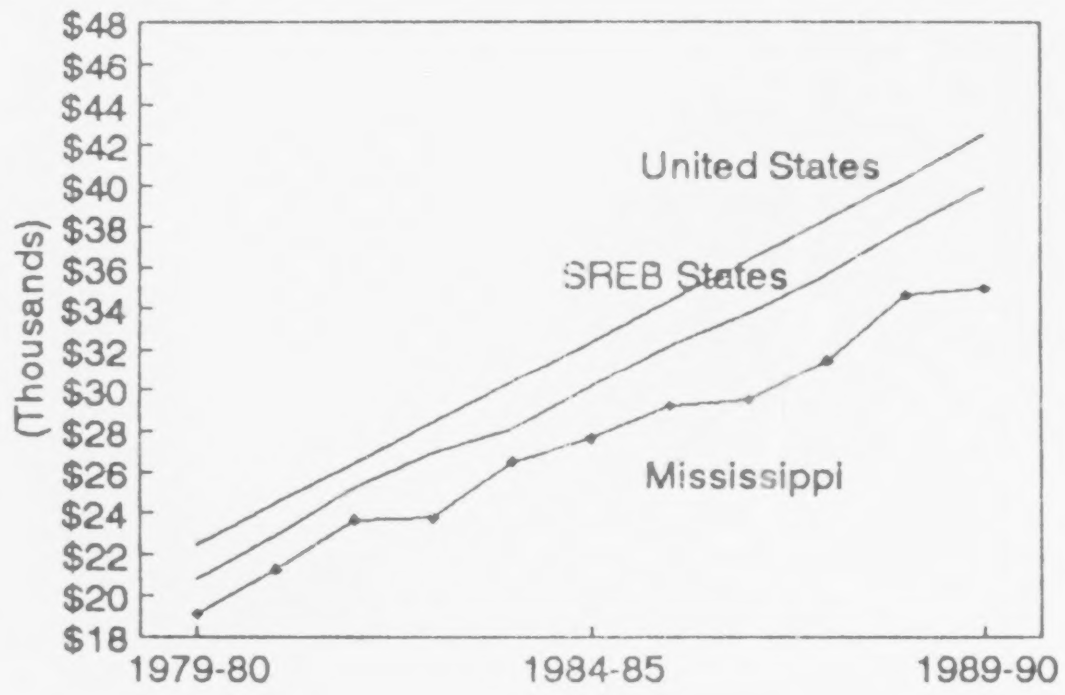


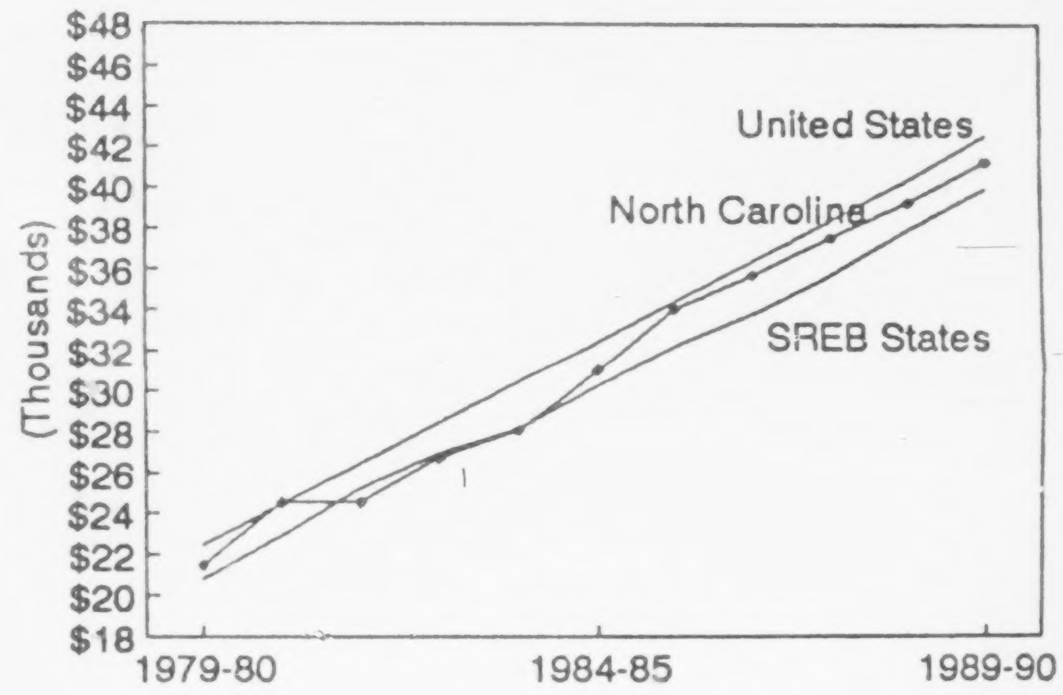


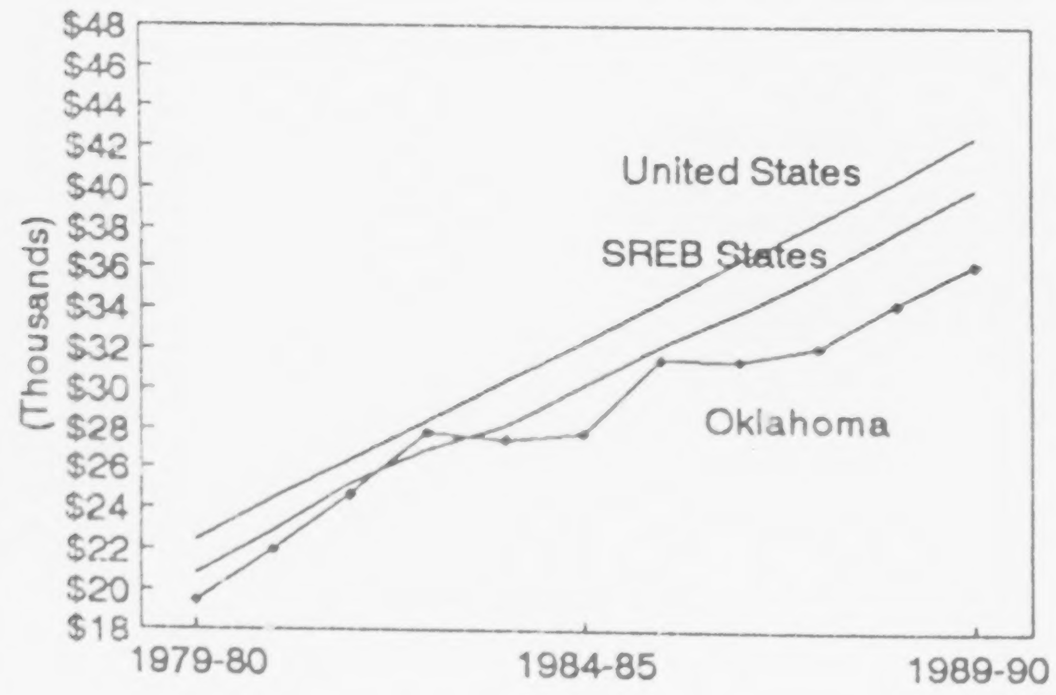


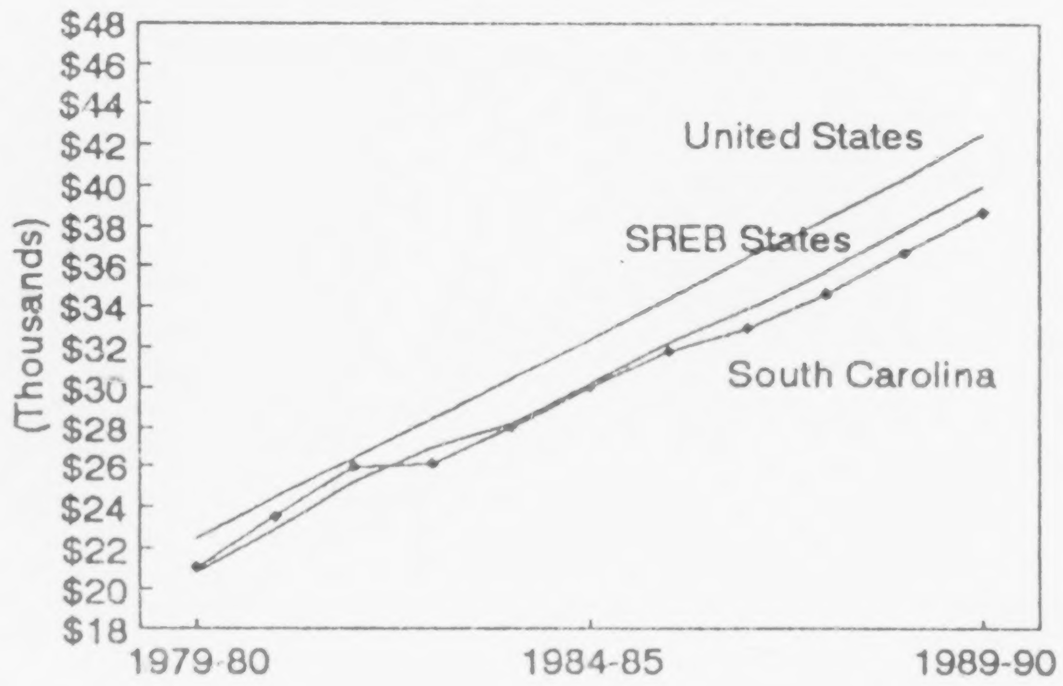


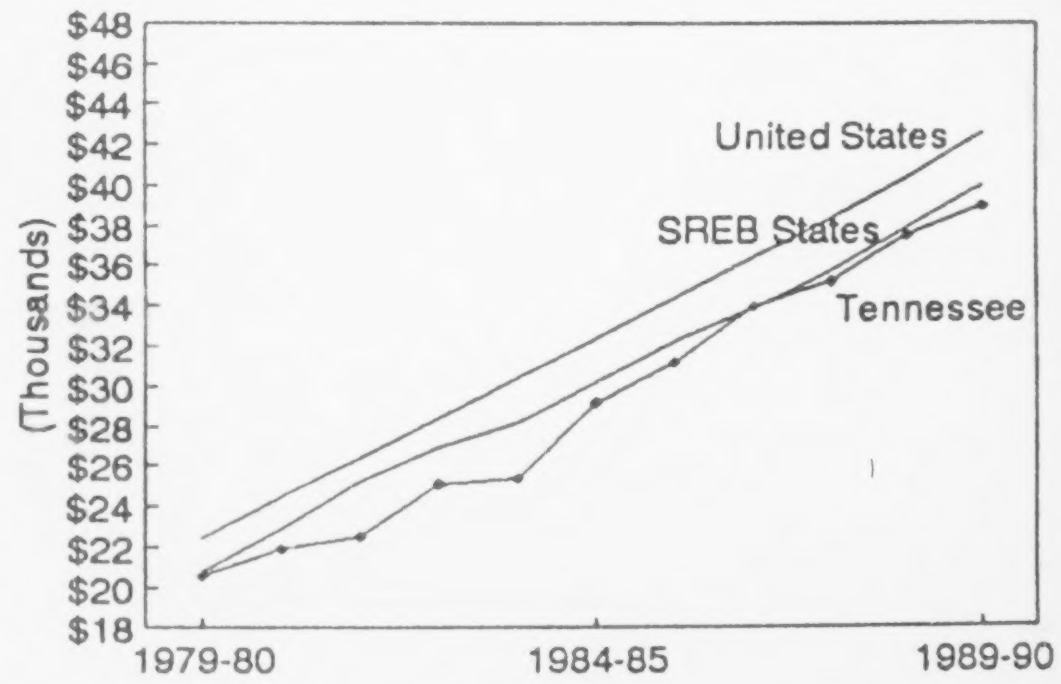


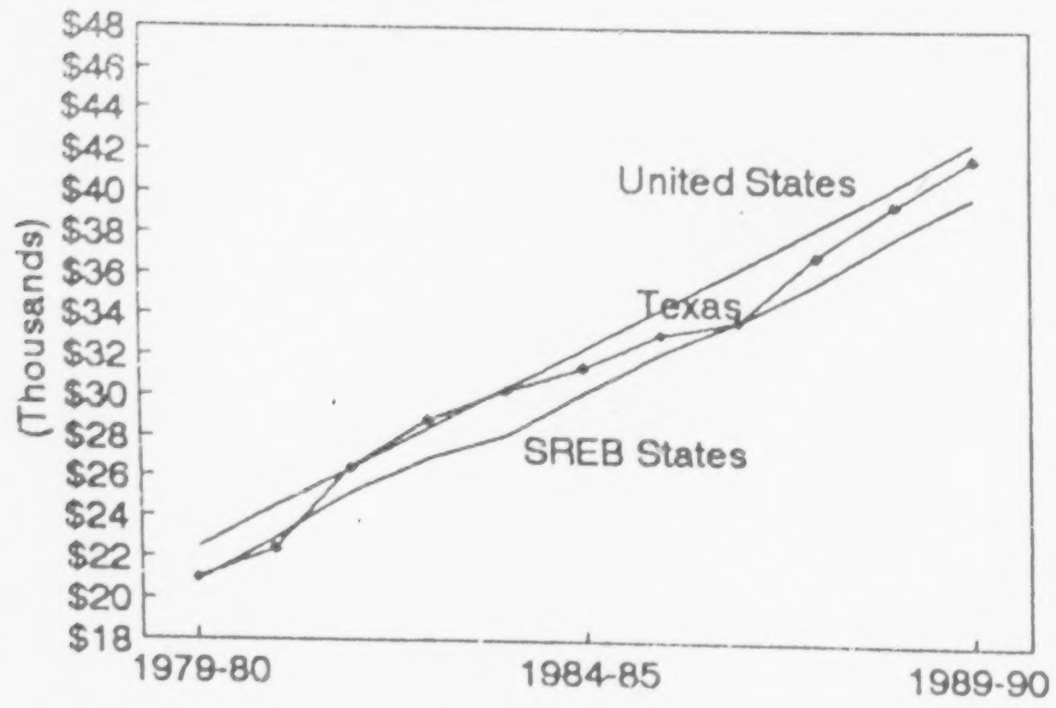


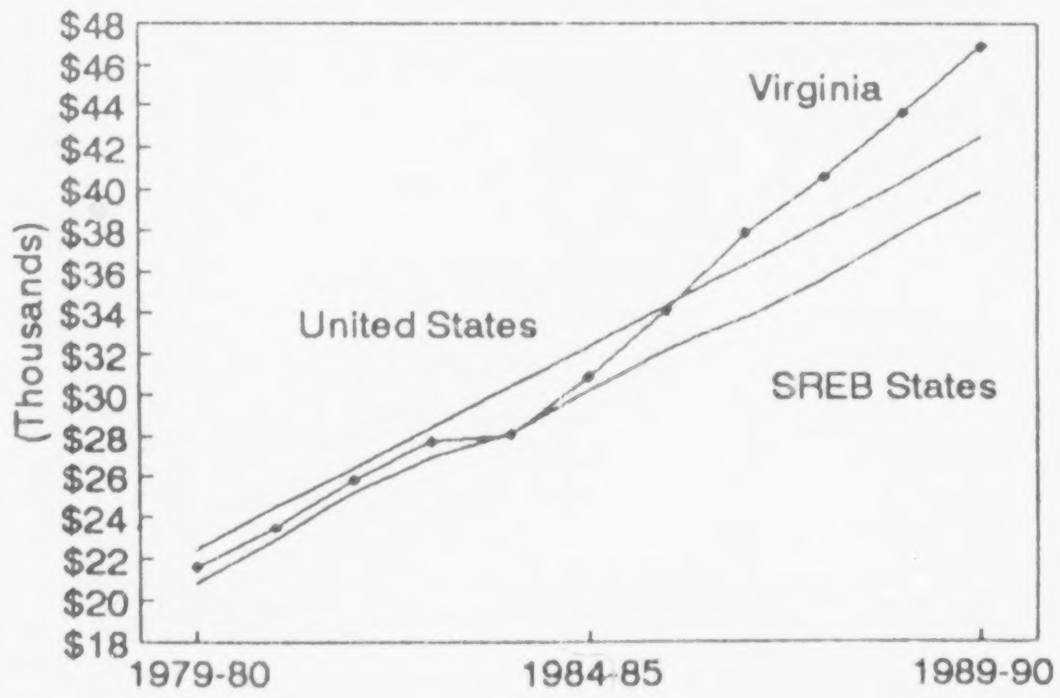


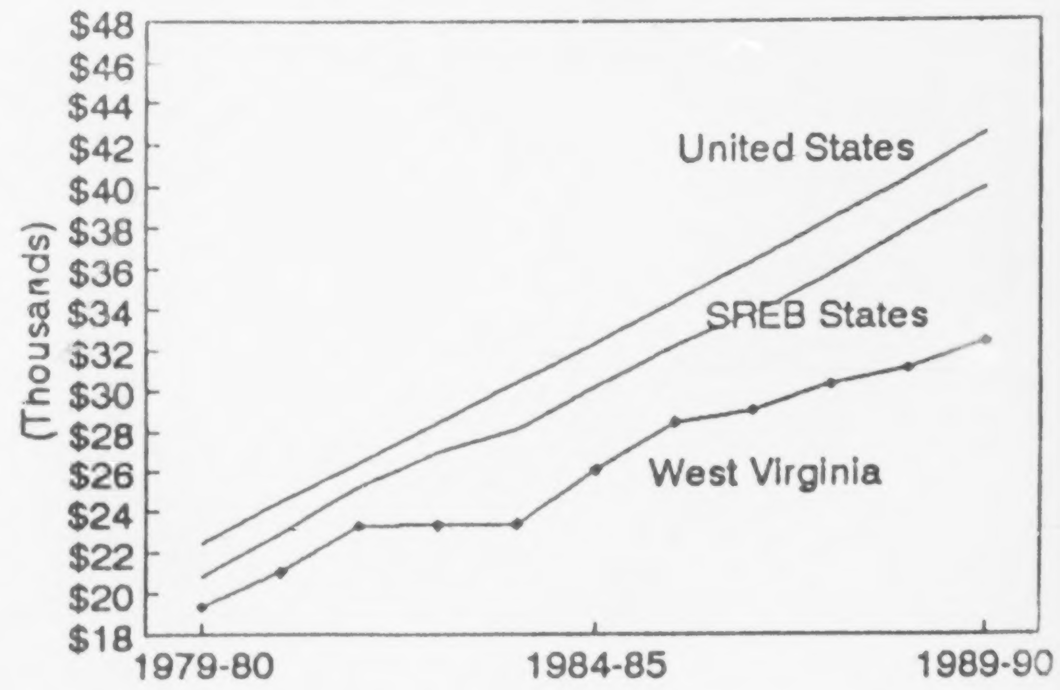












SOURCE: SREB-State Data Exchange; American Association of University Professors.

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KENTUCKY

Faculty Salary Comparisons
To National and SREB Averages
1989-90

(Public Universities, Colleges, and Postsecondary Vocational-Technical Institutions)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange**, *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

KENTUCKY HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Kentucky and Changes Since 1988-89:

- **Doctoral I University ranked 9th of 14, up 6.0 percent.**
- **Doctoral II University ranked 7th of 10, up 6.1 percent.**
- **Master's I Universities ranked 7th of 10, up 6.3 percent.**
- **Master's II Universities ranked 10th of 15, up 6.3 percent.**
- **Comprehensive Two-Year Colleges ranked 12th of 14, up 5.6 percent.**
- **Postsecondary Vo-Tech Institutions ranked 4th of 6, up 5.5 percent.**

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

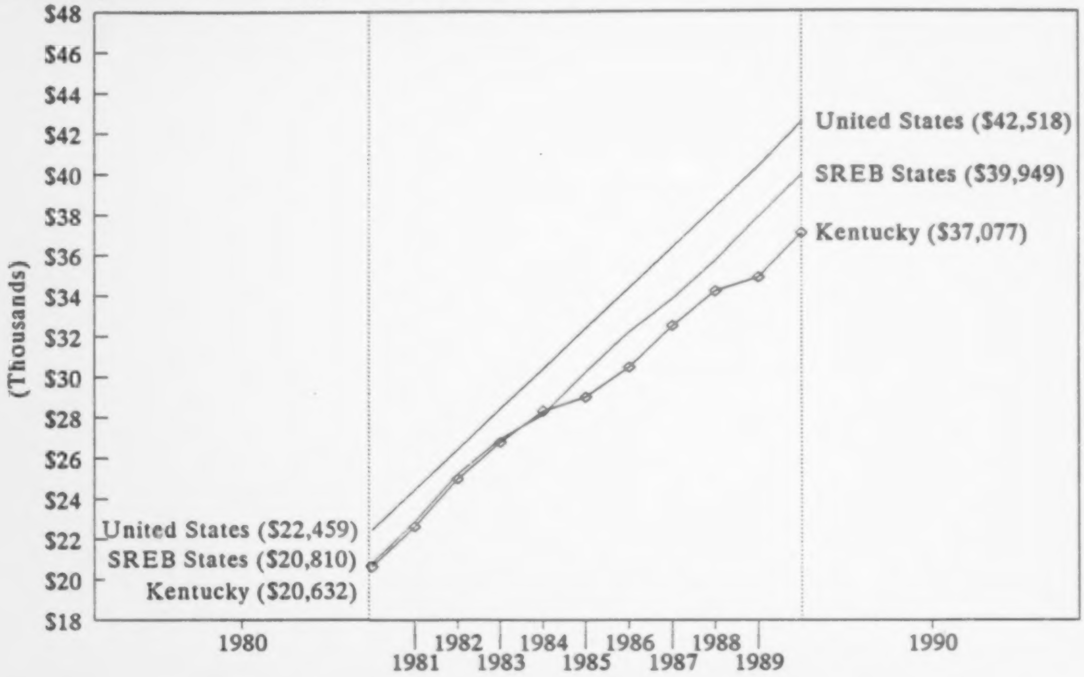
Salary averages from 1979-80 through 1989-90 for full-time faculty in Kentucky's public four-year colleges and universities are compared to national and regional averages. Kentucky's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, the University of Kentucky is classified as a Doctoral I university as it awards at least 100 doctoral degrees in at least 10 program areas with no more than one-half of the degrees in any one area. The University of Louisville is classified as a Doctoral II university as it awards at least 30 doctoral degrees in at least 5 program areas.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Kentucky's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Kentucky's higher education institutions with four-year programs went up 80 percent, compared to the regional average increase of
92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Kentucky's public four-year universities and colleges stood at 99 percent of the regional average; by 1989-90 it had dropped to 93 percent of the regional average, and Kentucky ranked 9th among the 15 SREB states.



Of the 14 other SREB states, 12 had salaries increase at the same or a higher rate than Kentucky over the last 10 years. In 1989-90, full-time faculty in Kentucky's public four-year universities and colleges, on average, earned $37,077--$2,872 less than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.01 in Kentucky for every $1.00 increase in the regional average over the 1979-80 to 1989-90 period for Kentucky's salaries to equal the 1989-90 regional average. The average salary in Kentucky actually increased $0.86 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

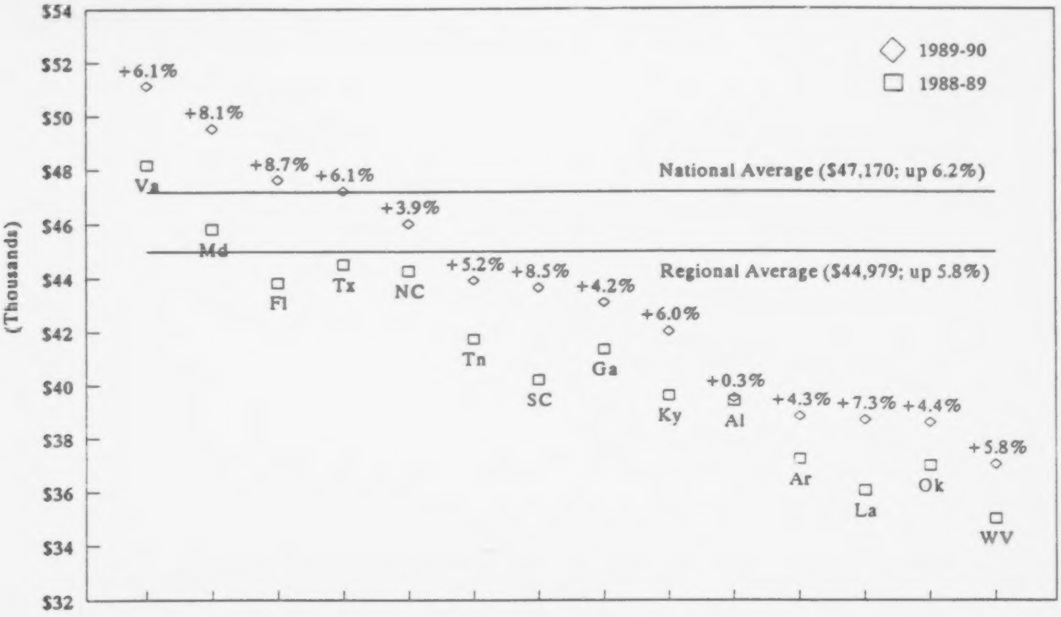
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Kentucky is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

University of Kentucky

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

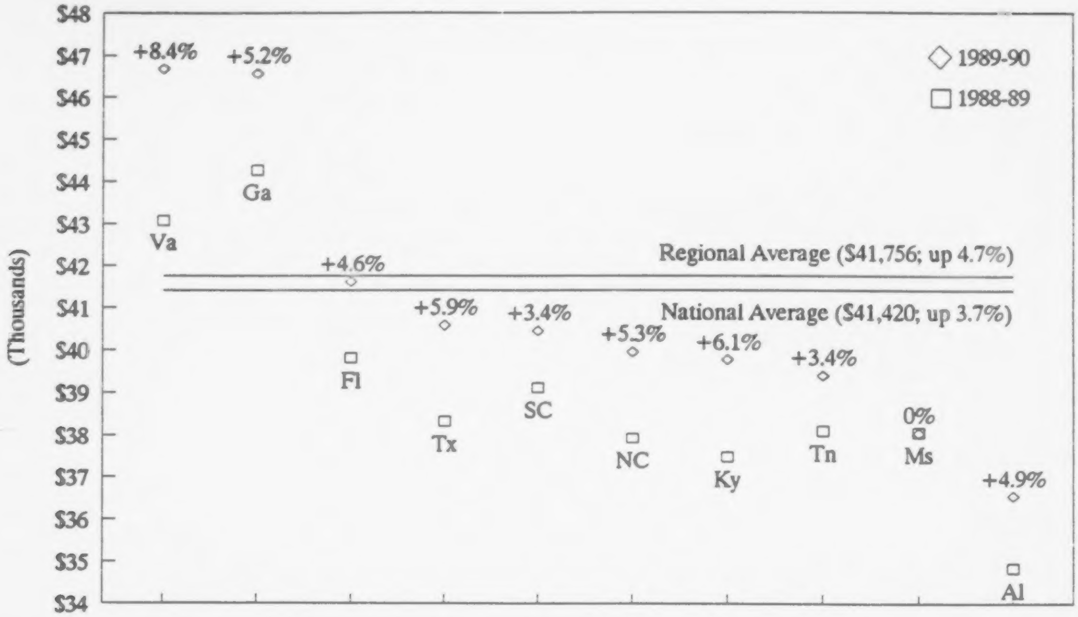


The average full-time faculty salary in Kentucky's **Doctoral I university** was $42,007 in 1989-90--$2,972 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Kentucky's Doctoral I university increased 6.0 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Kentucky's Doctoral I university continues to rank 9th among the 14 SREB states with this type of university.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

University of Louisville

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

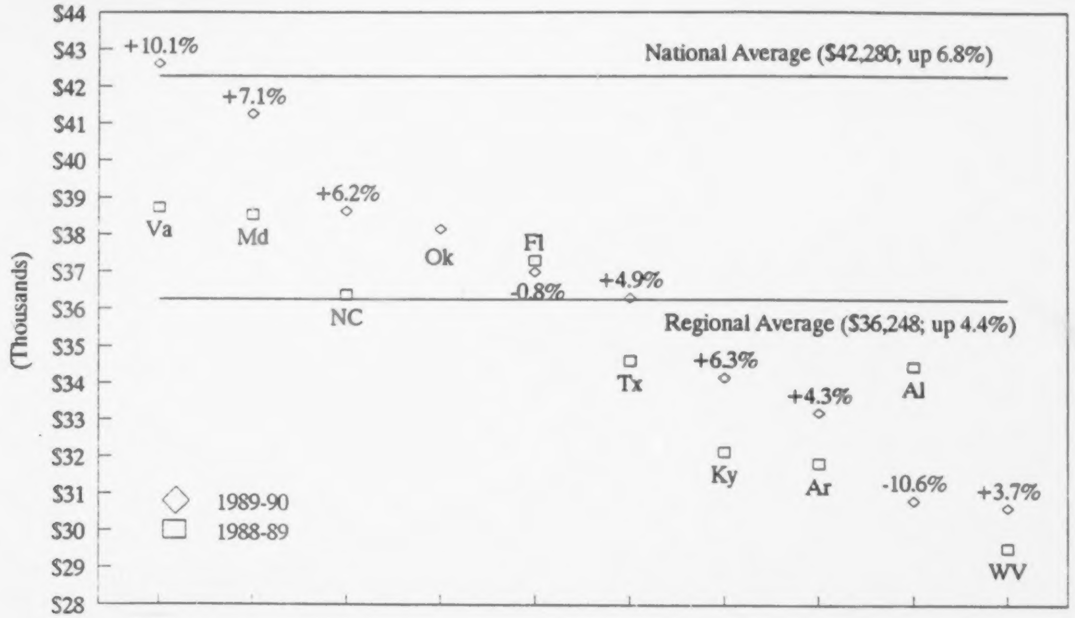


The average full-time faculty salary at Kentucky's **Doctoral II university** in 1989-90 was $39,761--$1,995 below the $41,756 regional average. The average salary at Kentucky's Doctoral II university increased 6.1 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. Kentucky's Doctoral II university ranked 7th among the 10 SREB states with this type of university.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

Eastern Kentucky University
Murray State University
Western Kentucky University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



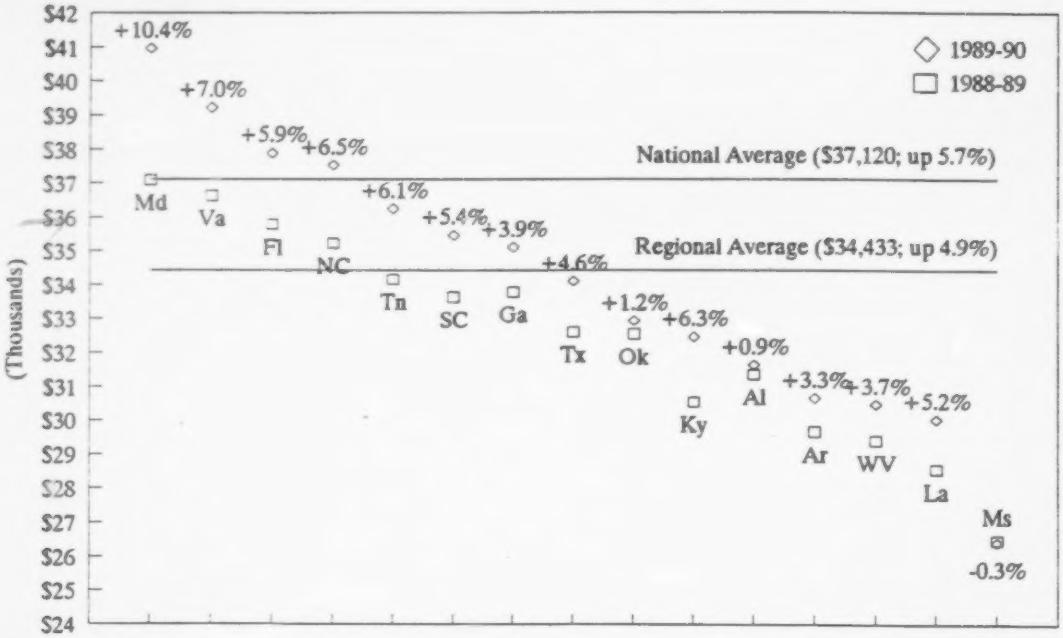
In 1989-90, the average full-time faculty salary at Kentucky's **Master's I universities** was $34,164--$2,084 below the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in Kentucky grew 6.3 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in Kentucky's Master's I universities remained in 7th place among the 10 SREB states having this type of institution.

Note: Oklahoma did not have an institution in this category for 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Kentucky State University
Morehead State University
Northern Kentucky University

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

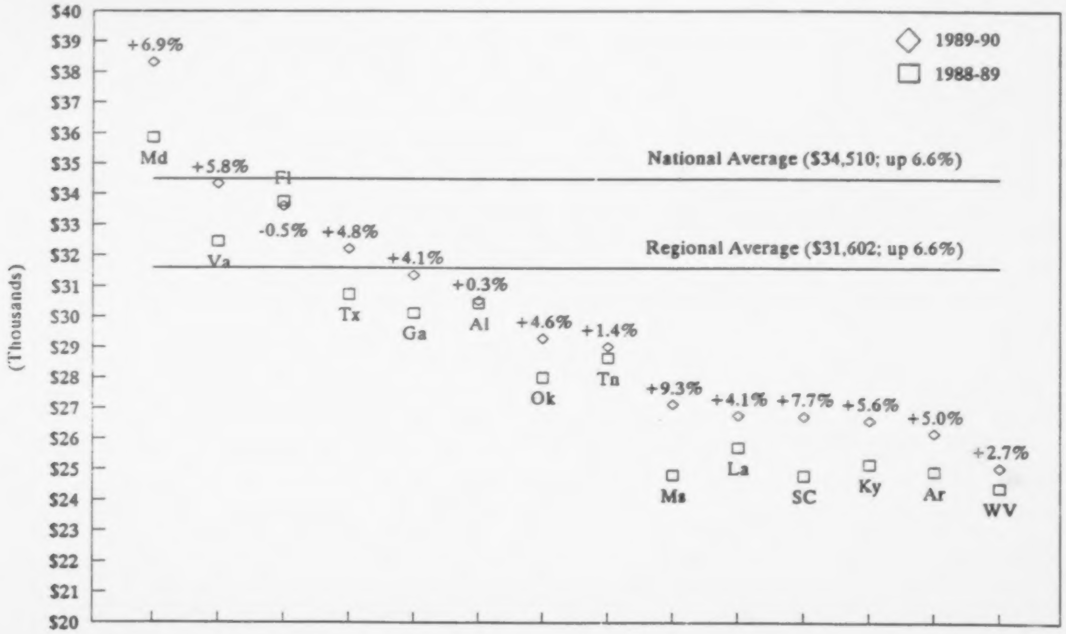


The average full-time faculty salary in 1989-90 at Kentucky's **Master's II universities** was $32,475--$1,958 less than the regional average of $34,433. The average salary in Kentucky's Master's II universities rose 6.3 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Kentucky moved up one place (from 11th to 10th) among the 15 SREB states.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Ashland Community College
Elizabethtown Community College
Hazard Community College
Henderson Community College
Hopkinsville Community College
Jefferson Community College
Lexington Community College
Madisonville Community College
Maysville Community College
Owensboro Community College
Paducah Community College
Prestonburg Community College
Somerset Community College
Southeast Community College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



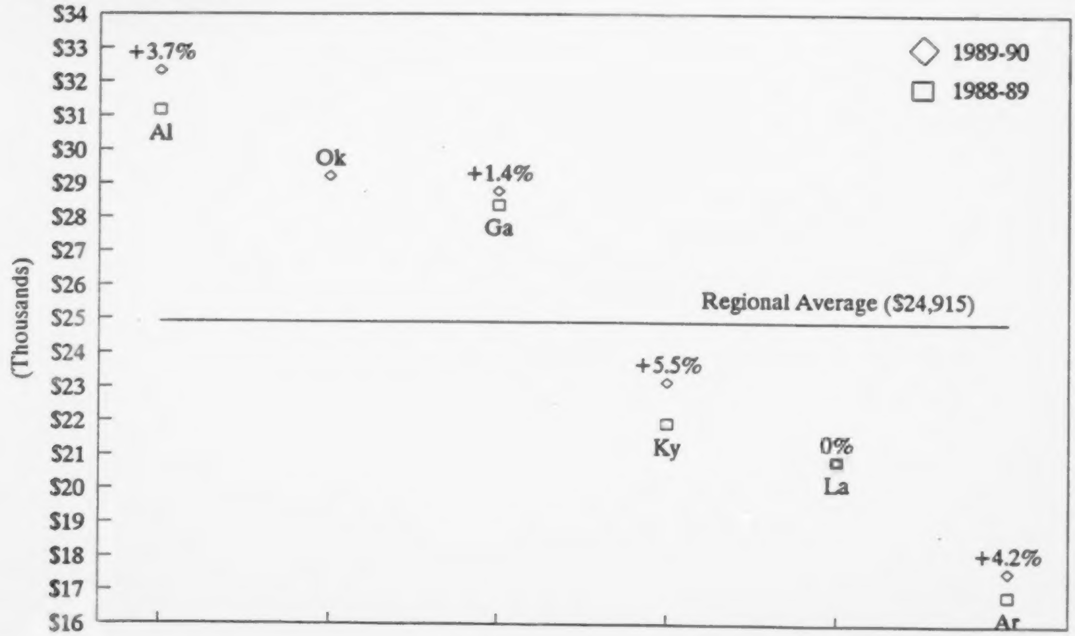
In Kentucky's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $26,583 in 1989-90--$5,019 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Kentucky's Comprehensive Two-Year colleges increased 5.6 percent; national and regional averages increased 6.6 percent. The average salary in Kentucky ranked 12th among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Postsecondary Vocational-Technical Institutions: *Institutions awarding vocational-technical certificates and diplomas, some vocational-technical associate degrees may also be awarded.*

Ashland State Vocational-Technical School
Bowling Green State Vocational-Technical School
Central Kentucky State Vocational-Technical School
Daviess County State Vocational-Technical School
Elizabethtown State Vocational-Technical School
Hazard State Vocational-Technical School
Hazard State Vocational-Technical School
Jefferson State Vocational-Technical School
Laurel County State Vocational-Technical School
Madisonville State Vocational-Technical School
Mayo State Vocational-Technical School
Northern Kentucky State Vocational-Technical School
Rowan State Vocational-Technical School
Somerset State Vocational-Technical School
West Kentucky State Vocational-Technical School

Average Full-Time Faculty Salaries
United States and SREB States
Postsecondary Vocational-Technical Institutions
1988-89 and 1989-90



The 1989-90 average salary for full-time faculty in Kentucky's **Postsecondary Vocational-Technical institutions** averaged $23,163--$1,752 less than the SREB regional average of $24,915. Kentucky ranked 4th in both 1989-90 and 1988-89 among the 6 SREB states reporting full-time faculty salaries in postsecondary vocational-technical institutions.

Note: Oklahoma did not have an institution in this category for 1988-89.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral I			Doctoral II			Doctoral III		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9
SREB States	44,979		22.2	41,756		22.6	37,099		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5
Arkansas	38,847	11	19.5	--	--	--	--	--	--
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5
Oklahoma	38,615	13	23.4	--	--	--	--	--	--
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1
West Virginia	37,043	14	17.9	--	--	--	--	--	--

	Master's I			Master's II			Baccalaureate		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$42,280		23.4	$37,120		24.9	$34,160		23.6
SREB States	36,248		22.4	34,433		24.0	32,527		22.0
SREB States as a Percent of U.S.	85.7%			92.8%			95.2%		
Alabama	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6
Arkansas	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8
Florida	36,980	5	23.0	37,884	3	27.1	--	--	--
Georgia	--	--	--	35,114	7	30.9	34,221	6	30.0
Kentucky	34,164	7	23.0	32,475	10	22.0	--	--	--
Louisiana	--	--	--	30,043	14	20.4	--	--	--
Maryland	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4
Mississippi	--	--	--	26,420	15	22.4	--	--	--
North Carolina	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5
Oklahoma	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3
South Carolina	--	--	--	35,407	6	20.3	32,978	7	19.7
Tennessee	--	--	--	36,242	5	25.4	--	--	--
Texas	36,301	6	NA	34,105	8	NA	36,967	3	NA
Virginia	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0
West Virginia	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9

	Two-Year I			Two-Year II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$34,510		23.9	NA		NA
SREB States	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	91.6%			NA		
Alabama	30,529	6	20.0	32,328	1	18.9
Arkansas	26,173	13	24.5	17,589	6	26.2
Florida	33,593	3	NA	NA	NA	NA
Georgia	31,374	5	29.1	28,773	3	25.7
Kentucky	26,583	12	21.1	23,163	4	16.1
Louisiana	26,764	10	21.8	20,853	5	NA
Maryland	38,310	1	29.0	--	--	--
Mississippi	27,132	9	21.6	--	--	--
North Carolina	--	--	--	--	--	--
Oklahoma	29,308	7	22.5	29,220	2	24.3
South Carolina	26,724	11	19.6	--	--	--
Tennessee	29,038	8	22.4	NA	NA	NA
Texas	32,215	4	NA	NA	NA	NA
Virginia	34,338	2	25.9	--	--	--
West Virginia	25,061	14	24.9	NA	NA	NA

"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB-State Data Exchange; American Association of University Professors.

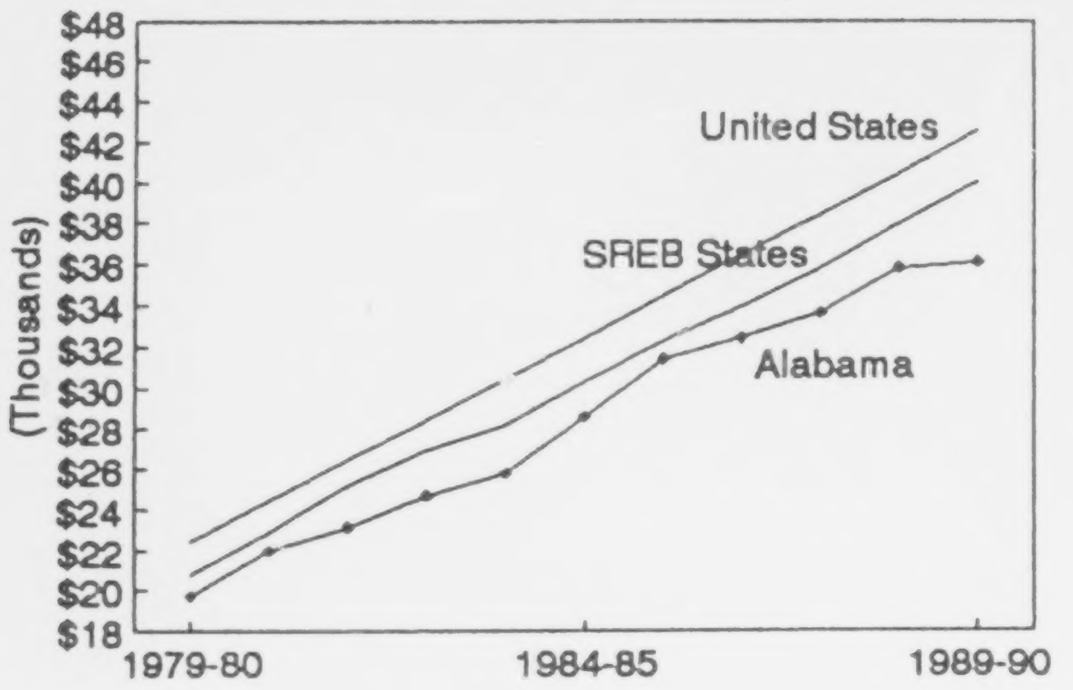
Summary of Institutions Reclassified
1988-89 to 1989-90

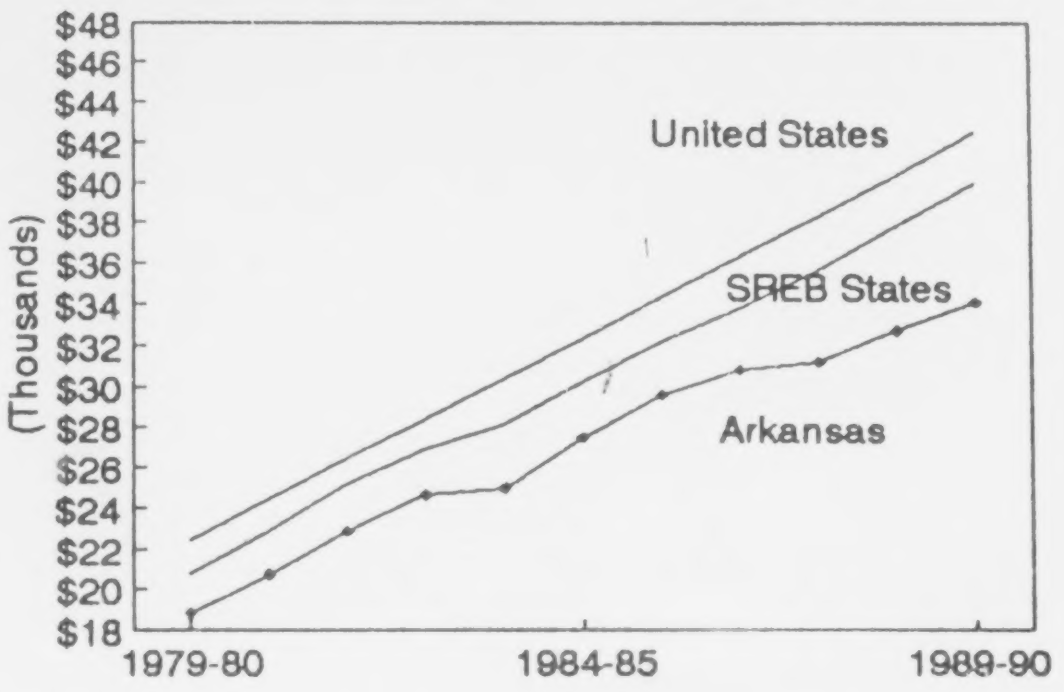
Institution	1988-89 Category	1989-90 Category
Alabama A & M	Doctoral III	Master's I
Muscle Shoals Community College	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

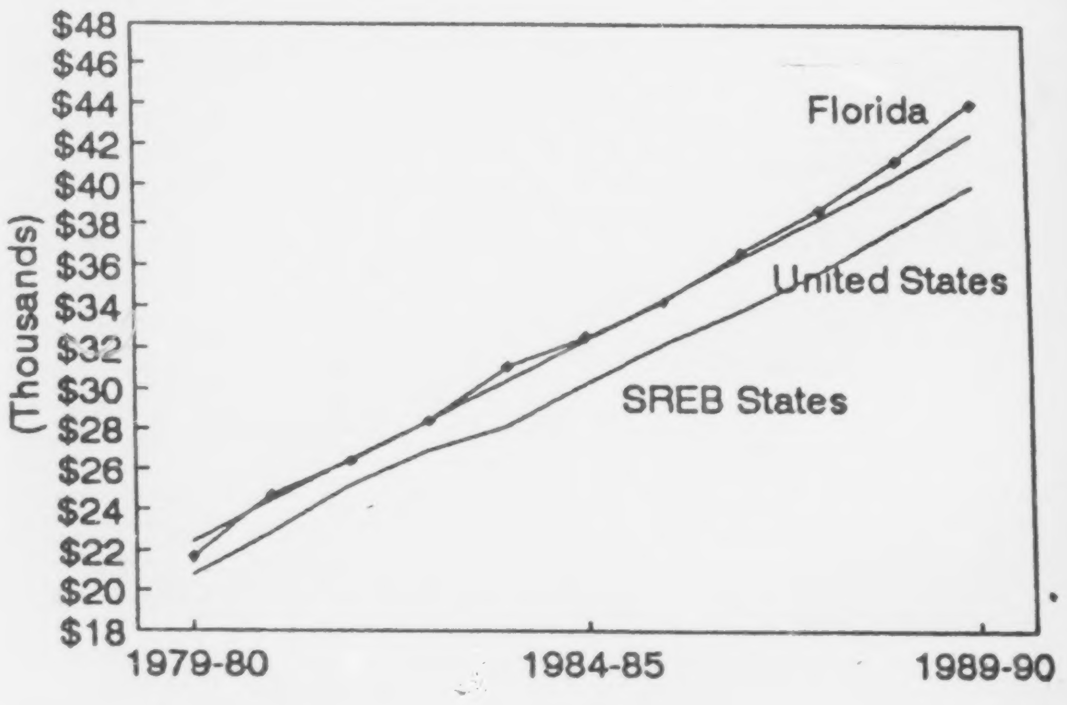
Trends in Faculty Salary Averages

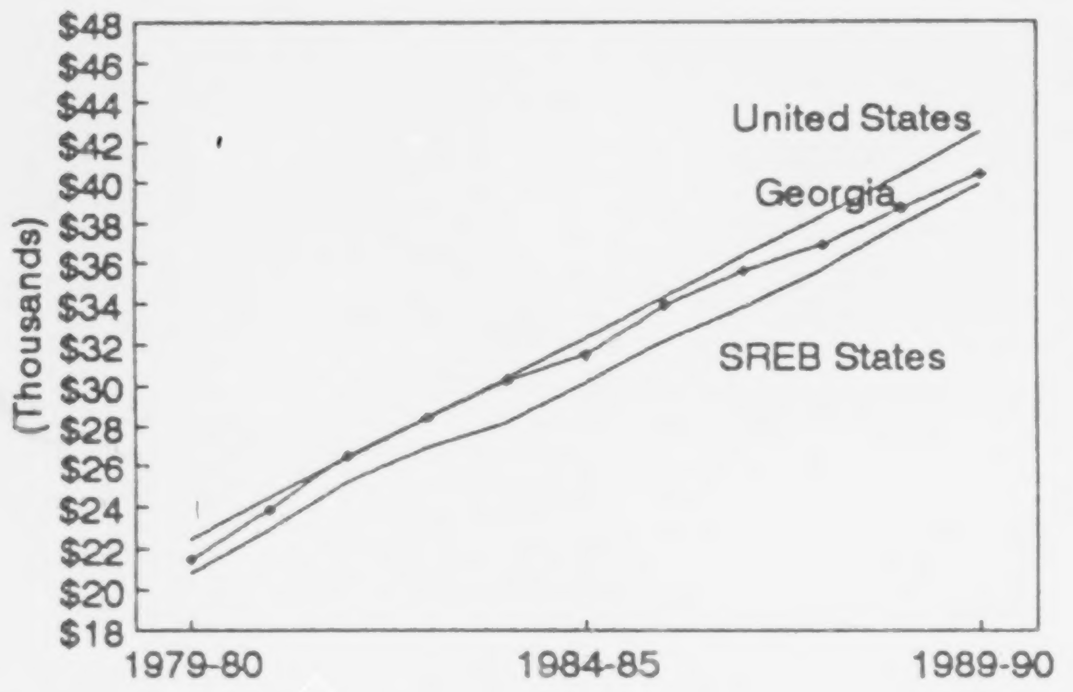
Public Four-Year Colleges and Universities

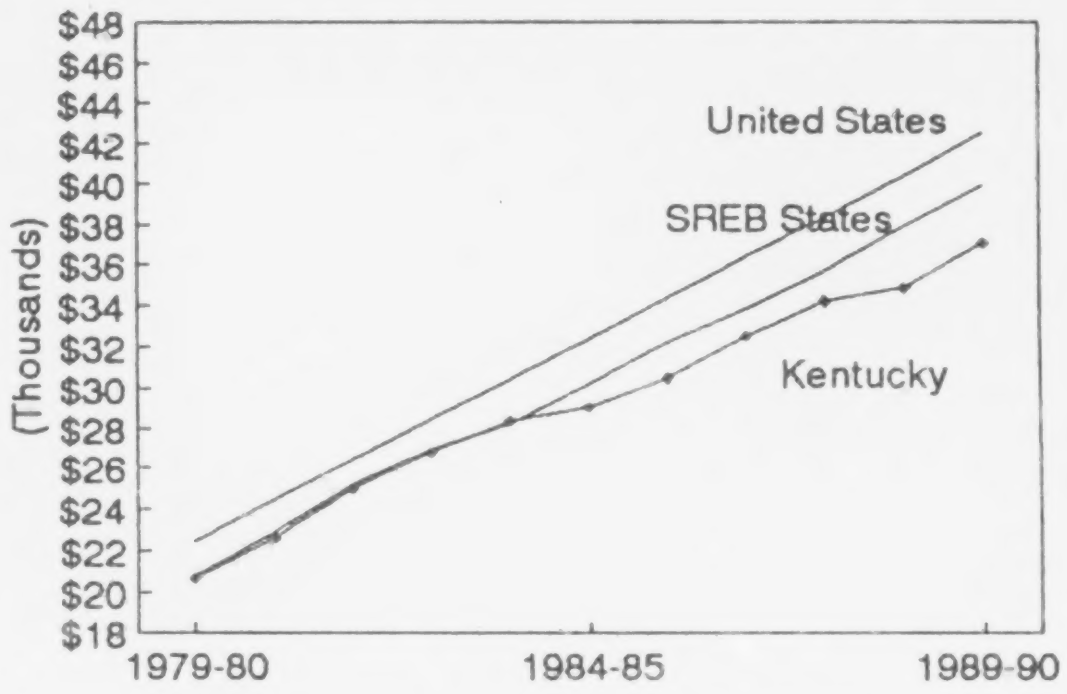
1979-80 to 1989-90

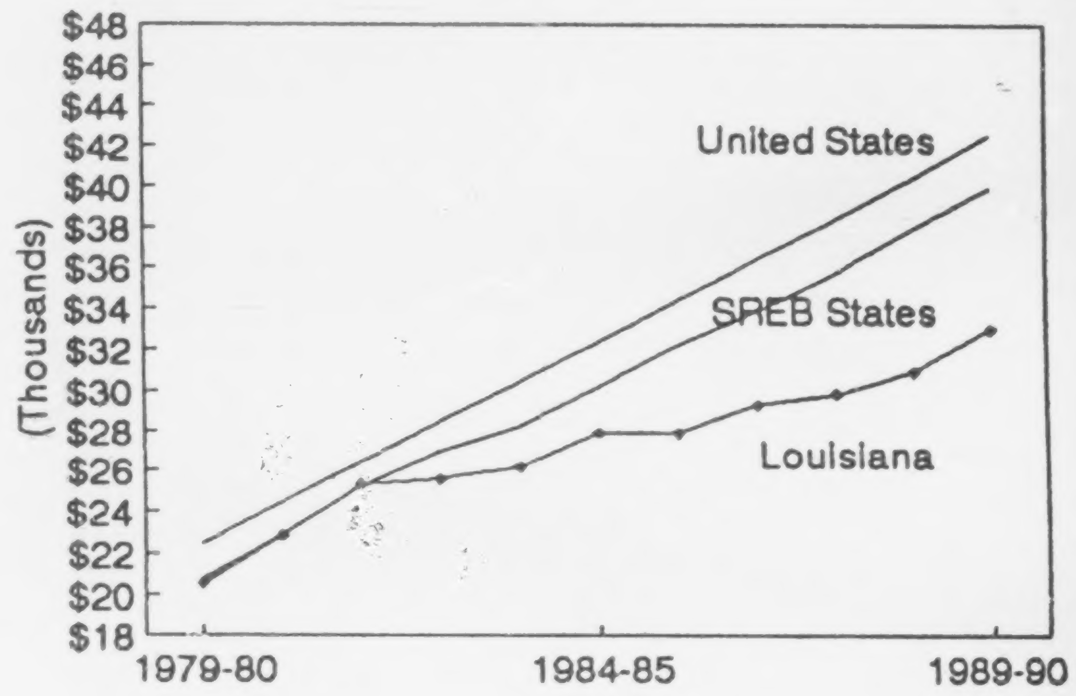


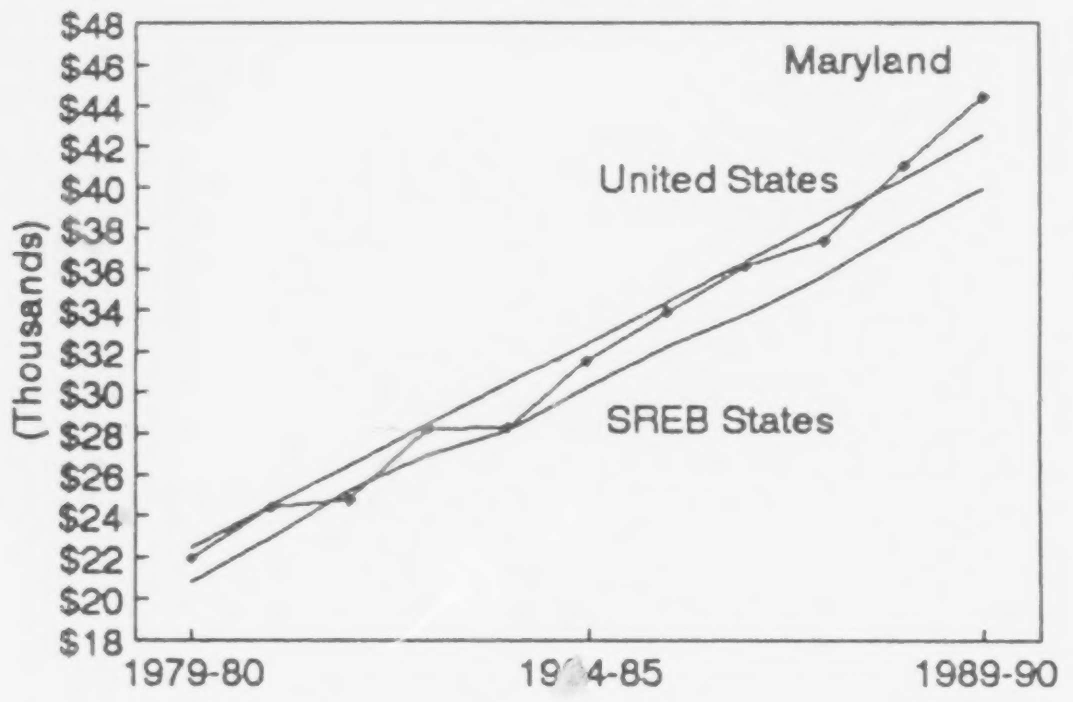


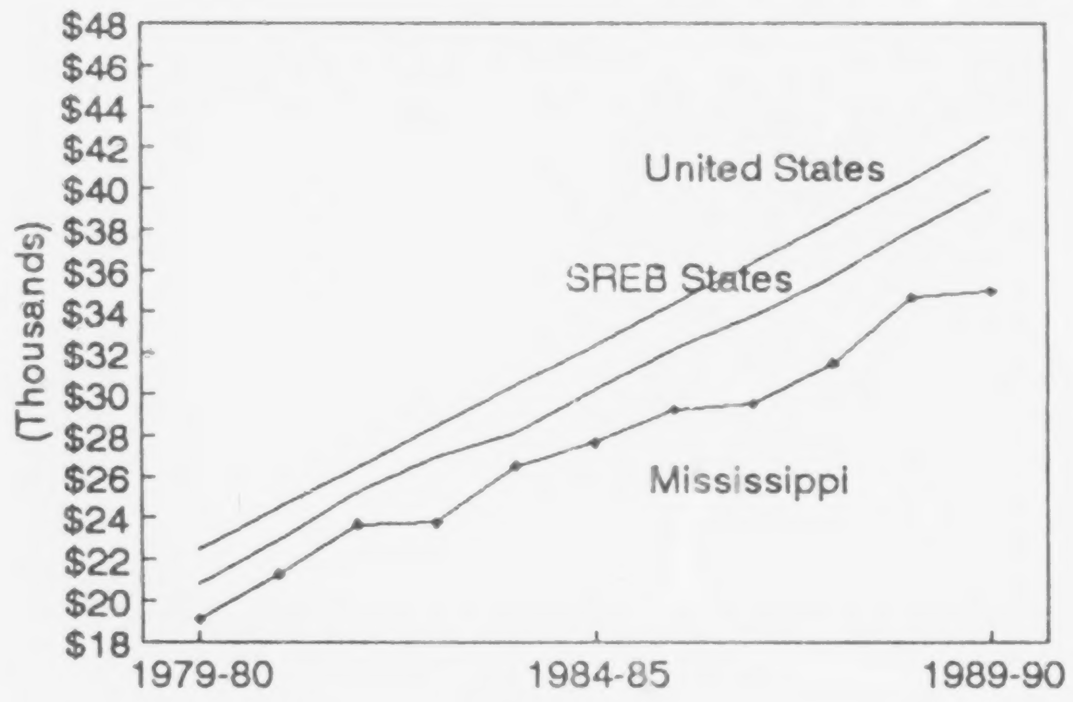


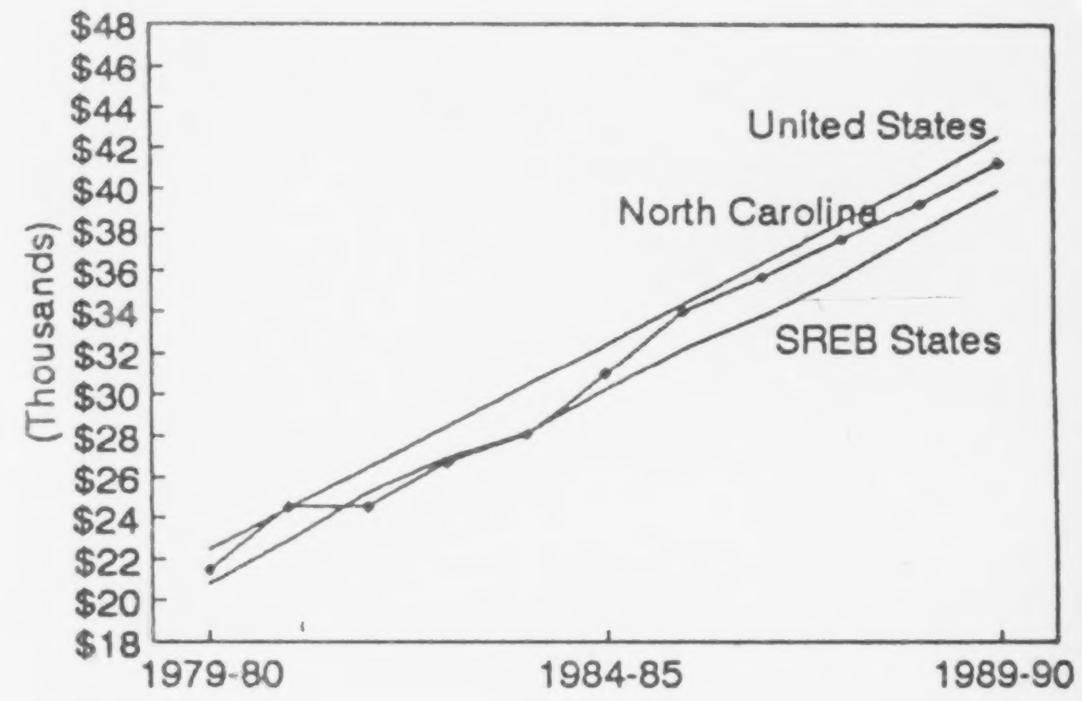


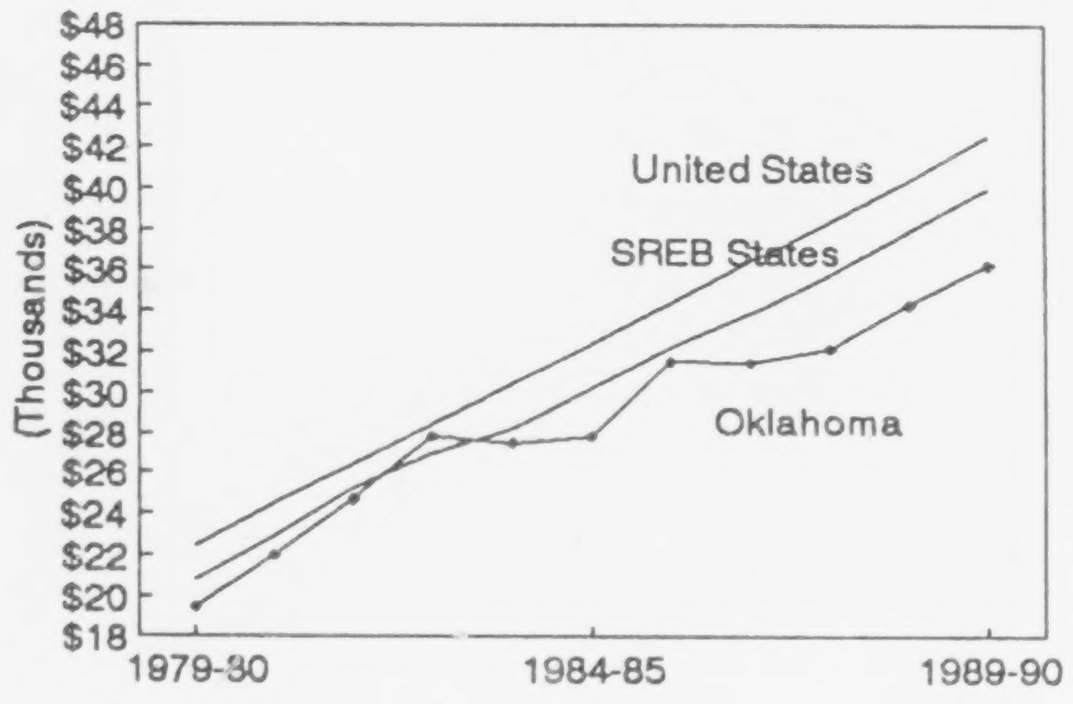


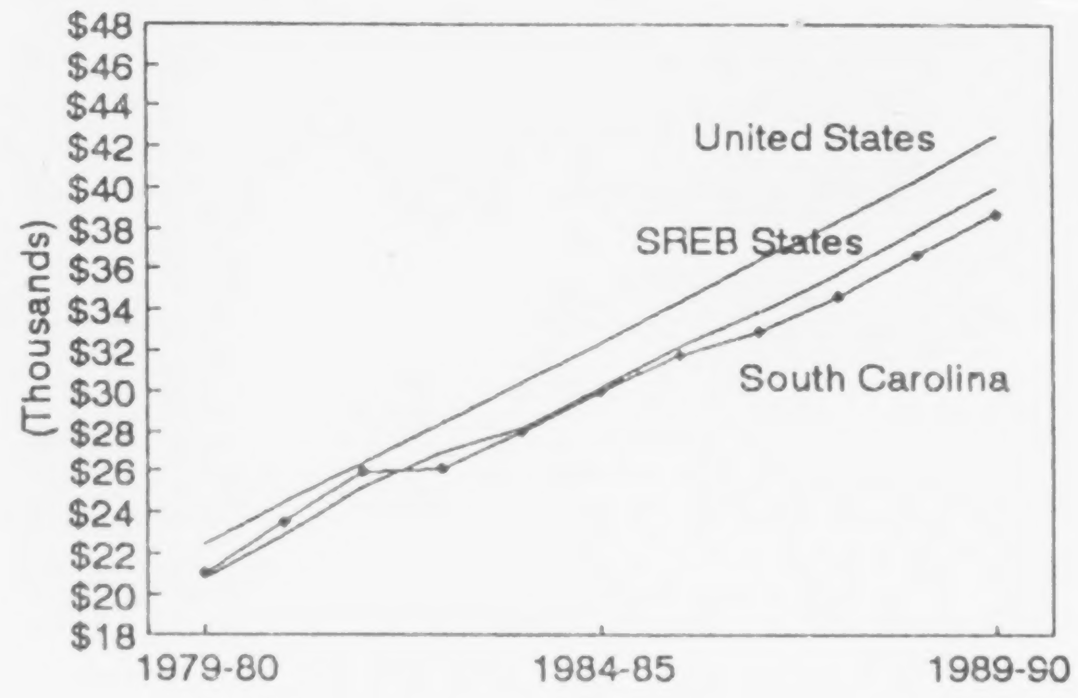


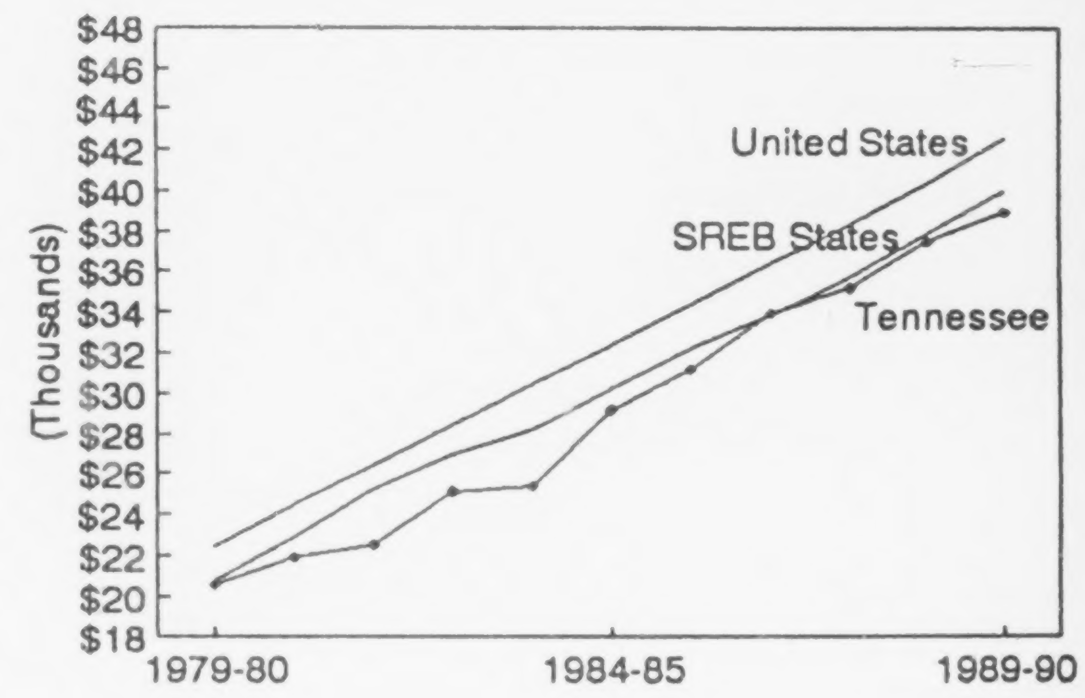


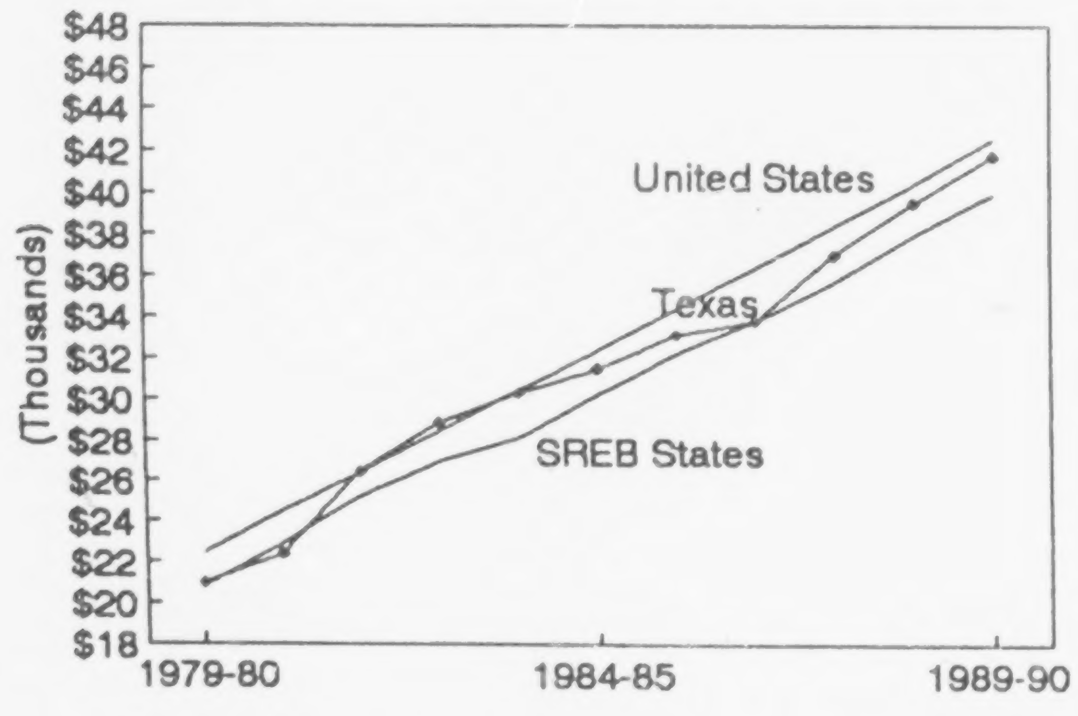


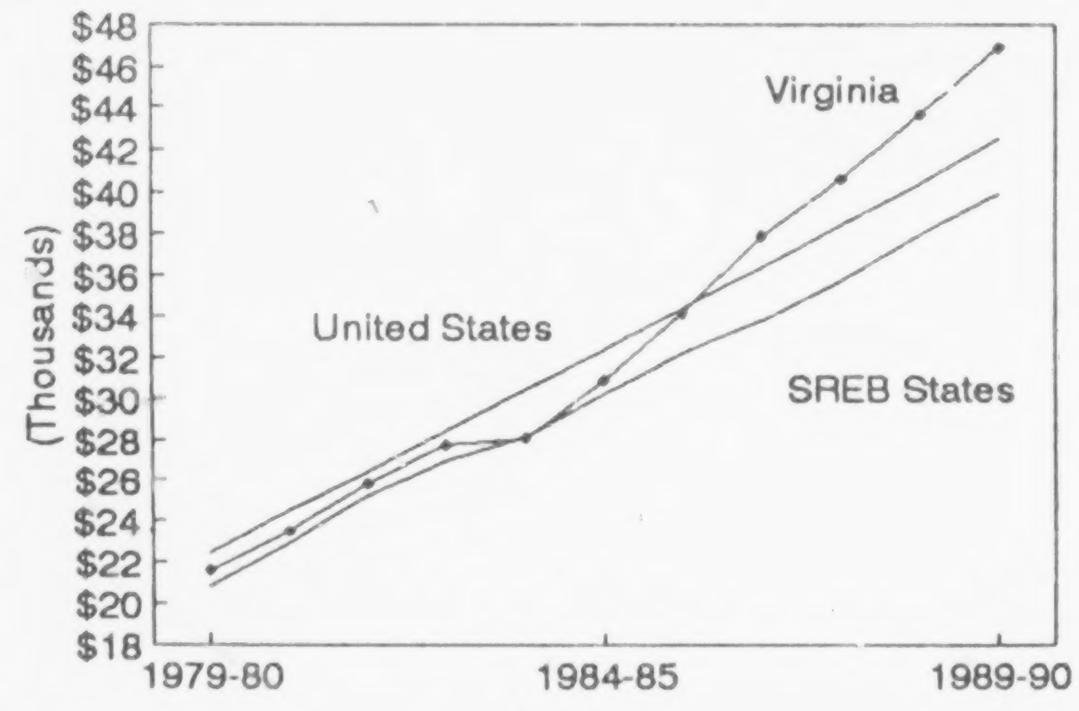


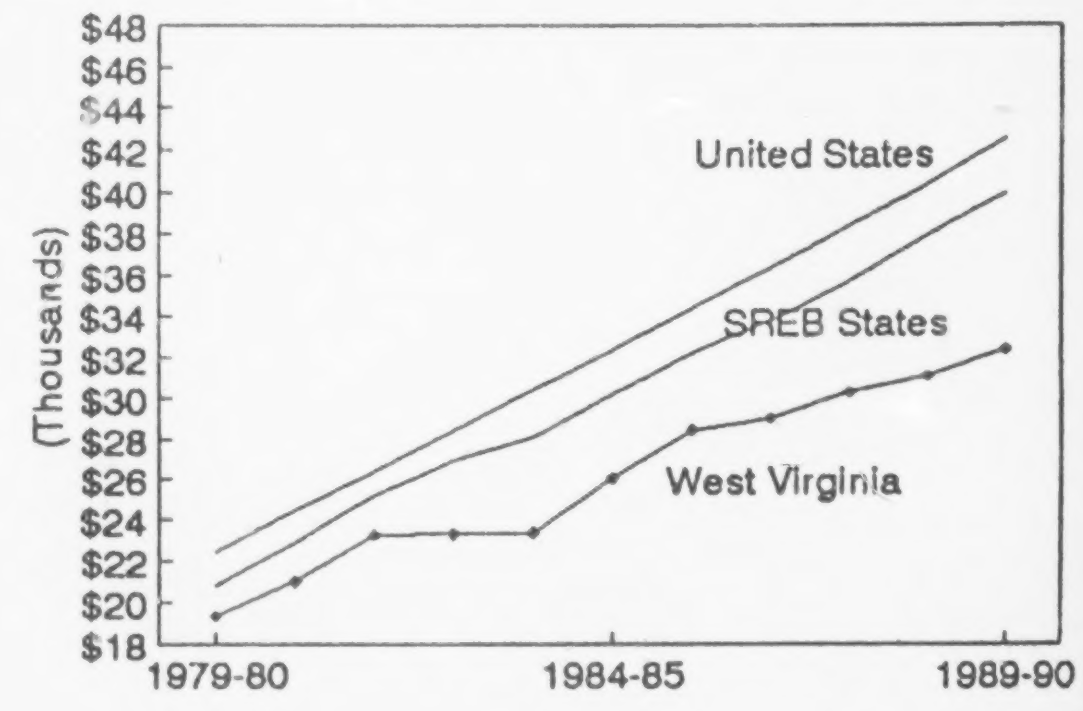












SOURCE: SREB-State Data Exchange; American Association of University Professors.

A8945-24.5

LOUISIANA

Faculty Salary Comparisons To National and SREB Averages

1989-90

(Public Universities, Colleges, and Postsecondary Vocational-Technical Institutions)

SOUTHERN REGIONAL EDUCATION BOARD
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LOUISIANA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Louisiana and Changes Since 1988-89:

- **Doctoral I University ranked 12th of 14, up 7.3 percent.**
- **Doctoral III Universities ranked 9th of 10, up 6.5 percent.**
- **Master's II Universities ranked 14th of 15, up 5.2 percent.**
- **Comprehensive Two-Year Colleges ranked 10th of 14, up 4.1 percent.**
- **Postsecondary Vo-Tech Institutions ranked 5th of 6, unchanged.**

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

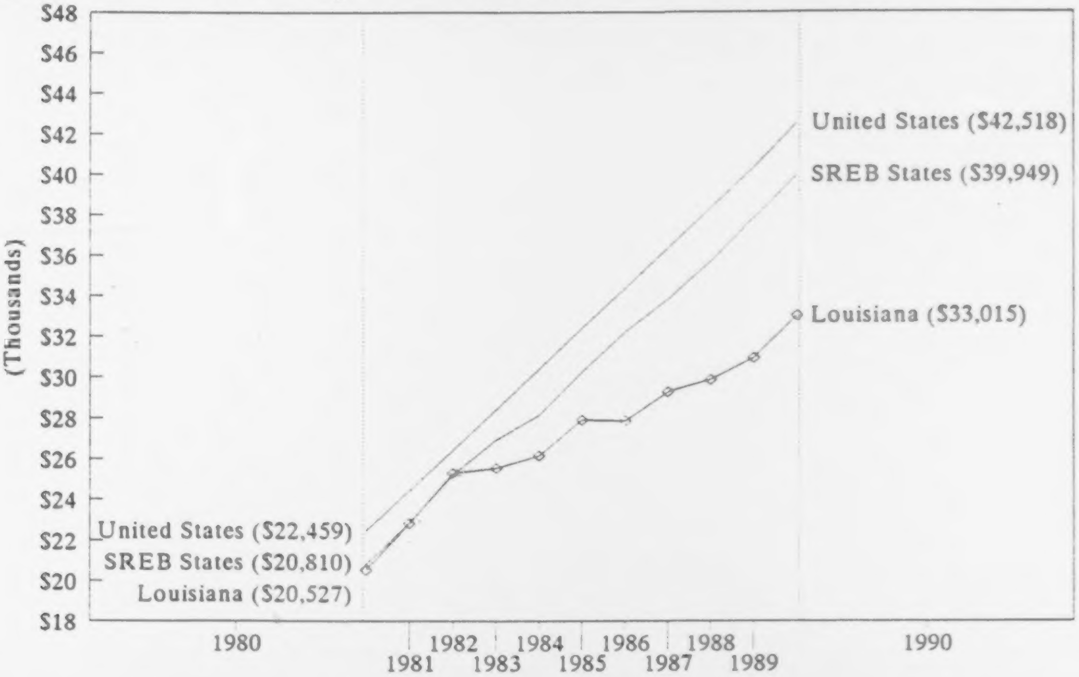
Salary averages from 1979-80 through 1989-90 for full-time faculty in Louisiana's public four-year colleges and universities are compared to national and regional averages. Louisiana's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, Louisiana State University at Baton Rogue is classified as a Doctoral I university as it awards at least 100 doctoral degrees in at least 10 program areas with no more than one-half of the degrees in any one area. Grambling State University and Louisiana Technological University are classified as Doctoral III universities as they award at least 1 doctoral degree.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Louisiana's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Louisiana's higher education institutions with four-year programs went up 61 percent, compared to the regional average increase of
92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Louisiana's public four-year universities and colleges stood at 99 percent of the regional average; by 1989-90 it had dropped to 83 percent of the regional average, and Louisiana ranked 14th among the 15 SREB states.



Of the 14 other SREB states, 14 had salaries increase at the same or a higher rate than Louisiana over the last 10 years. In 1989-90, full-time faculty in Louisiana's public four-year universities and colleges, on average, earned $33,015--$6,934 less than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.01 in Louisiana for every $1.00 increase in the regional average over the 1979-80 to 1989-90 period for Louisiana's salaries to equal the 1989-90 regional average. The average salary in Louisiana actually increased $0.65 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

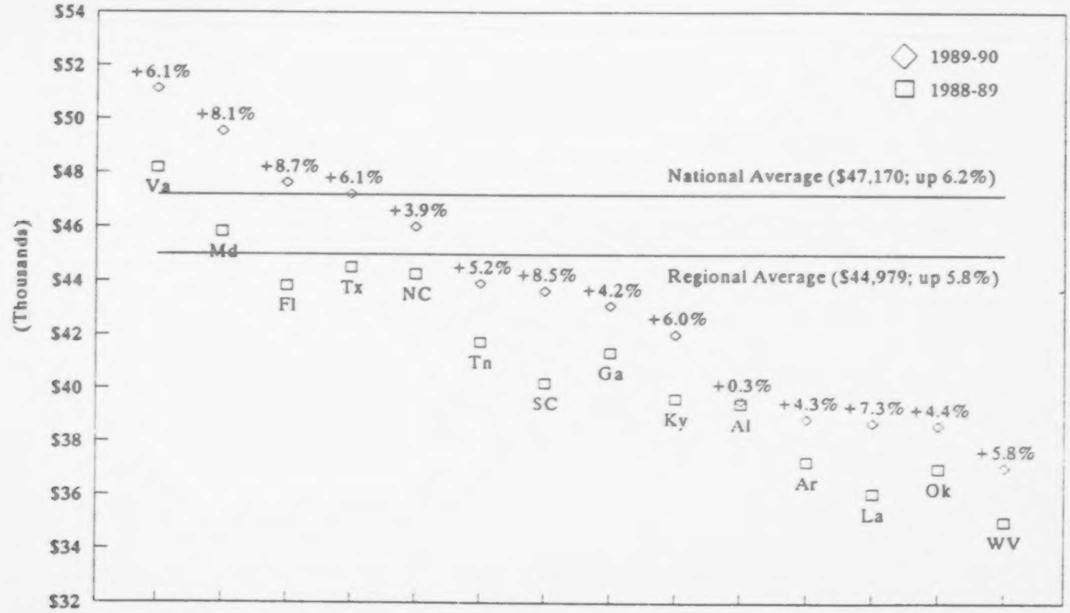
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Louisiana is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

Louisiana State University at Baton Rouge

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

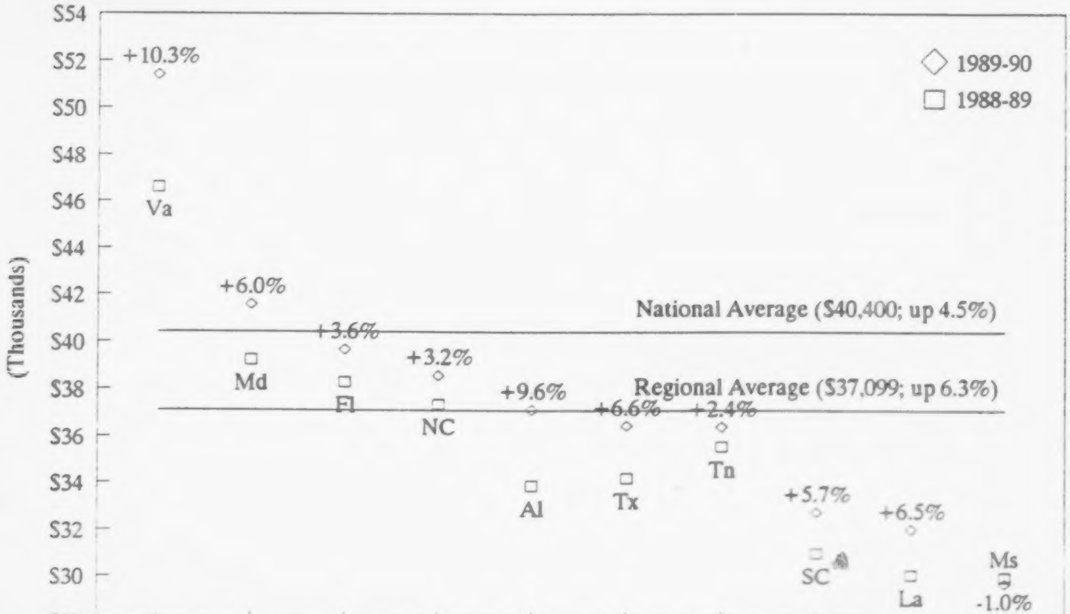


The average full-time faculty salary in Louisiana's **Doctoral I university** was $38,707 in 1989-90--$6,272 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Louisiana's Doctoral I university increased 7.3 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Louisiana's Doctoral I university now ranks 12th among the 14 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

Grambling State University
Louisiana Technical University
Northeast Louisiana University
Northwestern State University of Louisiana
University of New Orleans
University of Southwestern Louisiana

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90

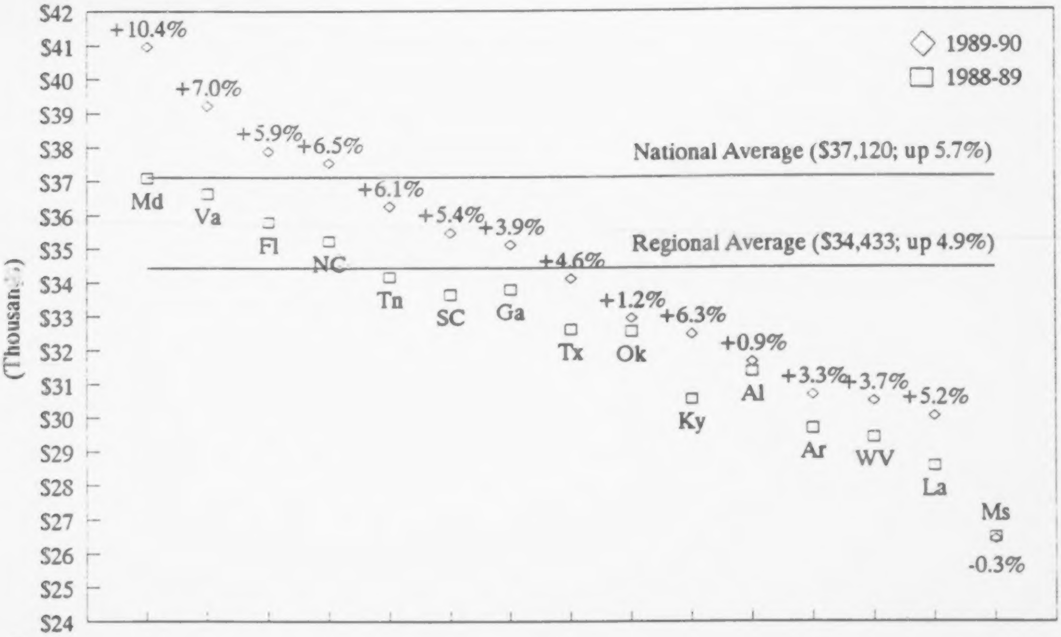


At the **Doctoral III universities** in Louisiana, the average full-time instructional faculty salary was $32,027 in 1989-90--$5,072 below the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in Louisiana rose 6.5 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, Louisiana's average salary ranked 9th in 1989-90 and 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Louisiana State University in Shreveport
McNeese State University
Nicholls State University
Southeastern Louisiana University
Southern University in New Orleans
Southern University & A&M - Baton Rouge

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

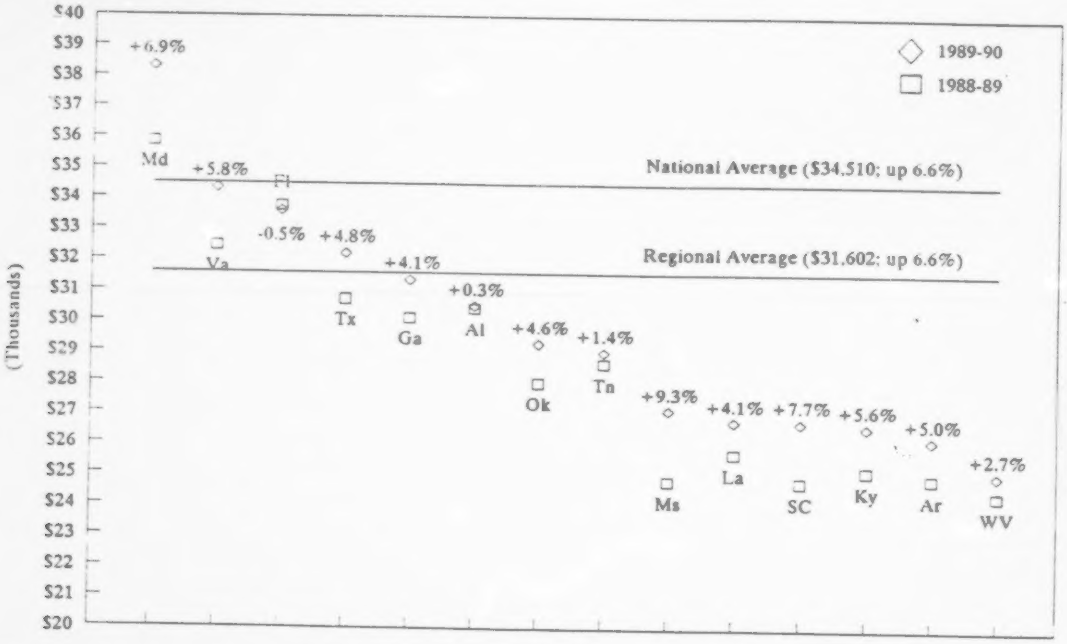


The average full-time faculty salary in 1989-90 at Louisiana's **Master's II universities** was $30,043--$4,390 less than the regional average of $34,433. The average salary in Louisiana's Master's II universities rose 5.2 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Louisiana remained in 14th place among the 15 SREB states.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Delgado Community College
Louisiana State University at Alexandria
Louisiana State University at Eunice
Southern University -Shreveport

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



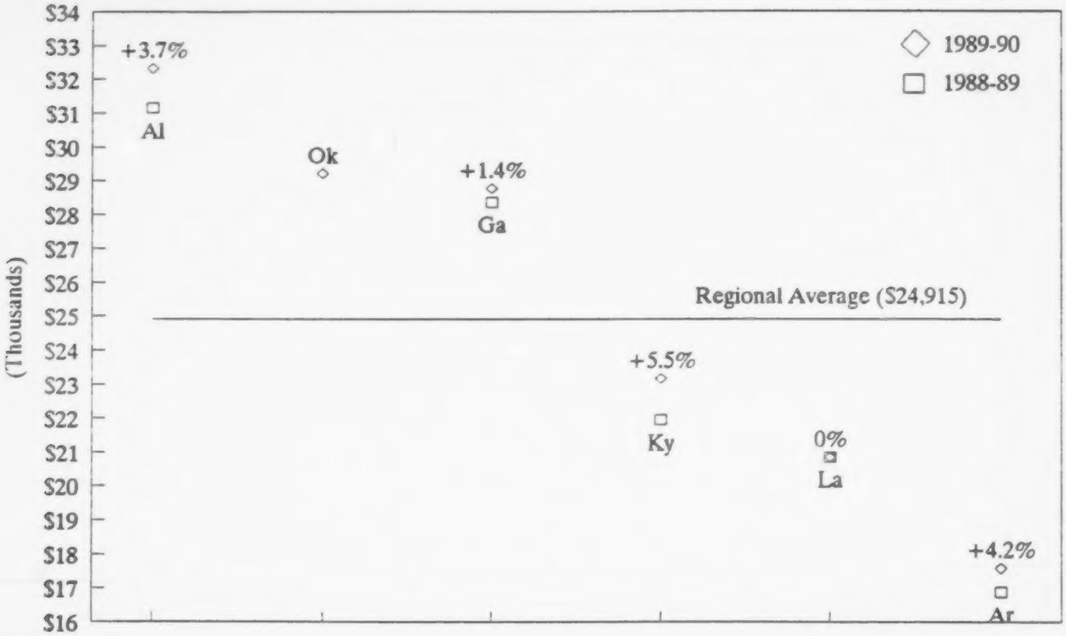
In Louisiana's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $26,764 in 1989-90--$4,838 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Louisiana's Comprehensive Two-Year colleges increased 4.1 percent; national and regional averages increased 6.6 percent. The average salary in Louisiana ranked 10th among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Postsecondary Vocational-Technical Institutions: *Institutions awarding vocational-technical certificates and diplomas, some vocational-technical associate degrees may also be awarded.*

Alexandria Vocational-Technical School
Ascension Parish Vocational-Technical School
Avoyelles Vocational-Technical School
Bastrop Vocational-Technical School
Baton Rouge Vocational-Technical School
Claiborne Vocational-Technical School
Claiborne Vocational-Technical School
Concordia Parish Vocational-Technical School
Delta-Ouachita Vocational-Technical School
Elaine P. Nunez Vocational-Technical School
Evangeline Area Vocational-Technical School
E. Jumonville Branch Vocational-Technical School
Florida Parish Vocational-Technical School
Folkes Vocational-Technical School
Gulf Area Vocational-Technical School
Hammond Area Vocational-Technical School
Huey P. Long Memorial Vocational-Technical School
Jefferson Davis Branch Vocational-Technical School
Jefferson Parish Vocational-Technical School
Jefferson Parish West Bank Vocational-Technical Schl
Lafayette Regional Vocational-Technical School
Lamar Salter Vocational-Technical School
Mansfield Branch Vocational-Technical School
Memorial Area Vocational-Technical School
Natchitoches-Central Area Vocational-Technical School
New Orleans Regional Vocational-Technical School
North Central Area Branch Vocational-Technical School
Northeast Louisiana Vocational-Technical School
Oakdale Branch Vocational-Technical School
Port Sulphur Branch Vocational-Technical School
River Parishes Vocational-Technical School
Ruston Branch Vocational-Technical School
Sabine Valley Vocational-Technical School
Shreveport-Bossier Vocational-Technical School
Sidney N. Collier Vocational-Technical School
Slidell Vocational-Technical School
South Louisiana Vocational-Technical School
Southwest Louisiana Vocational-Technical School
Sowela Technical Vocational-Technical School
Sullivan Vocational-Technical School
Tallulah Vocational-Technical School
Teche Area Vocational-Technical School
Thibodaux Area Vocational-Technical School
T.H. Harris Vocational-Technical School
Ville Platte Vocational-Technical School
Westside Vocational-Technical School
Young Memorial Vocational-Technical School

Average Full-Time Faculty Salaries
United States and SREB States
Postsecondary Vocational-Technical Institutions
1988-89 and 1989-90



The 1989-90 average salary for full-time faculty in Louisiana's **Postsecondary Vocational-Technical institutions** averaged $20,853--$4,062 less than the SREB regional average of $24,915. Louisiana ranked 5th in both 1989-90 and 1988-89 among the 6 SREB states reporting full-time faculty salaries in postsecondary vocational-technical institutions. All of these states reported a one-year rate of faculty salary increase larger than Louisiana's.

Note: Oklahoma did not have an institution in this category for 1988-89.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	UNK		UNK
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.6%			85.7%			92.8%			95.2%			91.6%			UNK		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"UNK"
"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

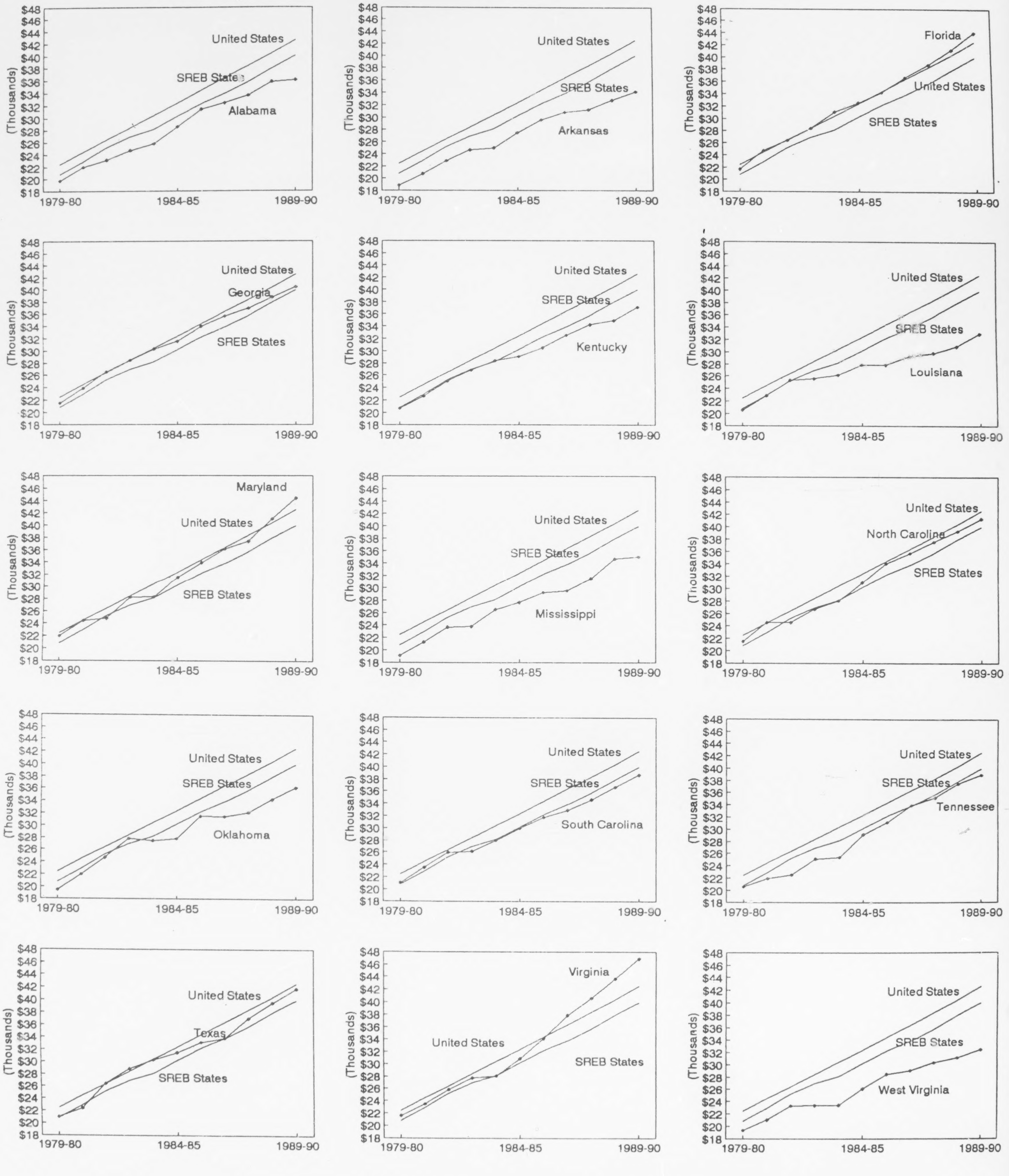
SOURCE: SREB-State Data Exchange; American Association of University Professors.

Summary of Institutions Reclassified
1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
Alabama A&M	Doctoral III	Master's I
Muscle Shoals Community College (Alabama)	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee (Oklahoma)	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University (Texas)	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities
1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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MARYLAND

Faculty Salary Comparisons To National and SREB Averages

1989-90

(Public Universities and Colleges)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange**, *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

MARYLAND HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Maryland and Changes Since 1988-89:

- **Doctoral I University ranked 2nd of 14, up 8.1 percent.**
- **Doctoral III Universities ranked 2nd of 10, up 6.0 percent.**
- **Master's I University ranked 2nd of 10, up 7.1 percent.**
- **Master's II Universities ranked 1st of 15, up 10.4 percent.**
- **Baccalaureate College ranked 2nd of 10, up 12.4 percent.**
- **Comprehensive Two-Year Colleges ranked 1st of 14, up 6.9 percent.**

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

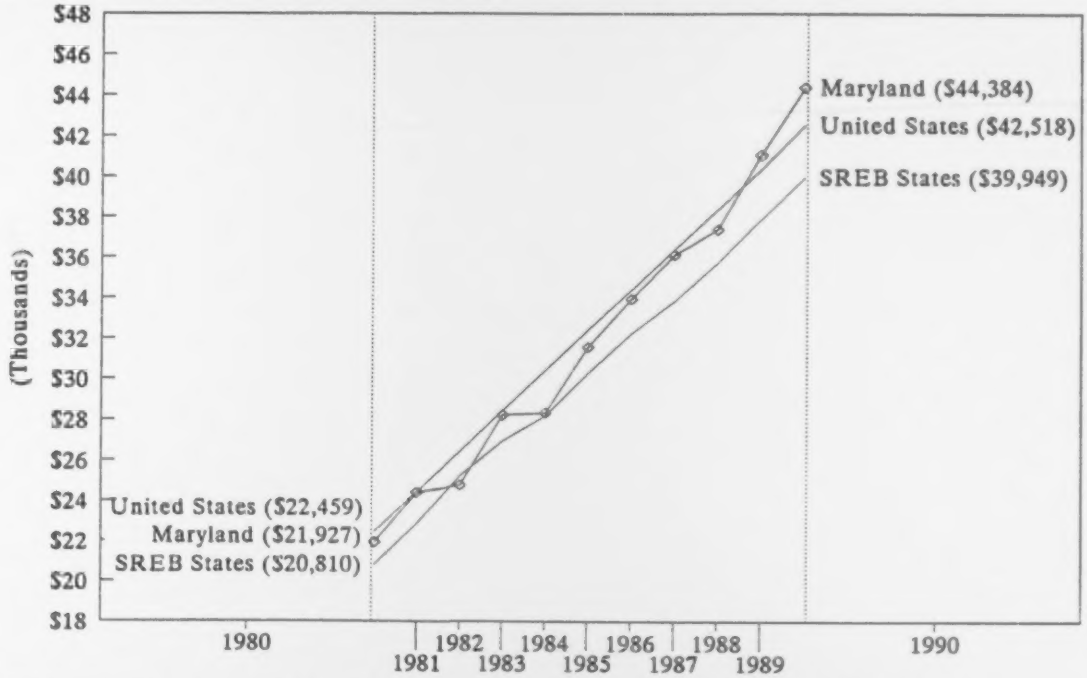
Salary averages from 1979-80 through 1989-90 for full-time faculty in Maryland's public four-year colleges and universities are compared to national and regional averages. Maryland's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, the University of Maryland-College Park is classified as a Doctoral I university as it awards at least 100 doctoral degrees in at least 10 program areas with no more than one-half of the degrees in any one area. Morgan State University and the University of Maryland-Baltimore County are classified as Doctoral III universities as they award at least 1 doctoral degree.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Maryland's public four-year universities and colleges (taken as a group) gained ground on the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Maryland's higher education institutions with four-year programs went up 102 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Maryland's public four-year universities and colleges stood at 105 percent of the regional average; by 1989-90 it had grown to 111 percent of the regional average, and Maryland ranked 2nd among the 15 SREB states.



Of the 14 other SREB states, 2 had salaries increase at the same or a higher rate than Maryland over the last 10 years. In 1989-90, full-time faculty in Maryland's public four-year universities and colleges, on average, earned $44,384--$4,435 more than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. The average salary in Maryland actually increased $1.17 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

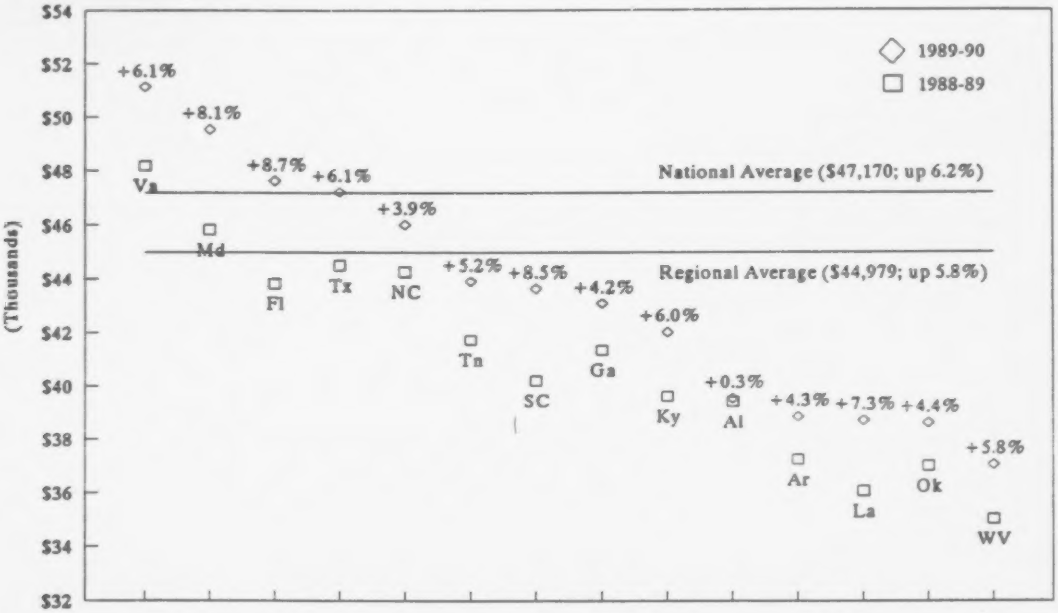
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Maryland is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

University of Maryland-College Park

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

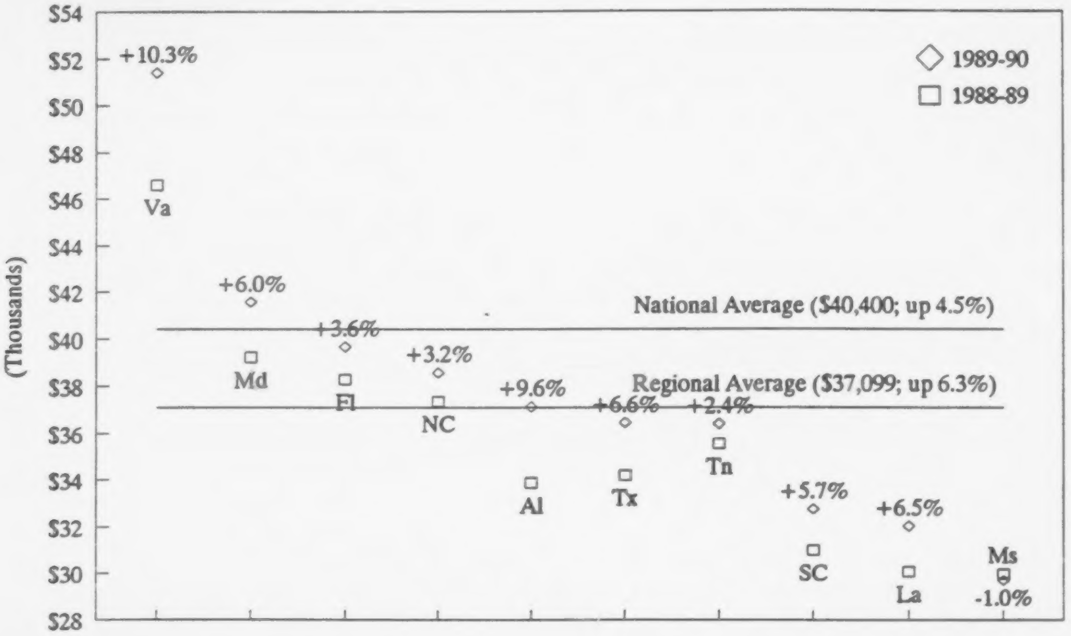


The average full-time faculty salary in Maryland's **Doctoral I university** was $49,540 in 1989-90--$4,561 above the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Maryland's Doctoral I university increased 8.1 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Maryland's Doctoral I university continues to rank 2nd among the 14 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

Morgan State University
University of Maryland-Baltimore County
University of Maryland-Eastern Shore *

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90



At the **Doctoral III universities** in Maryland, the average full-time instructional faculty salary was $41,556 in 1989-90--$4,457 above the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in Maryland rose 6.0 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, Maryland's average salary ranked 2nd in 1989-90 and 1988-89.

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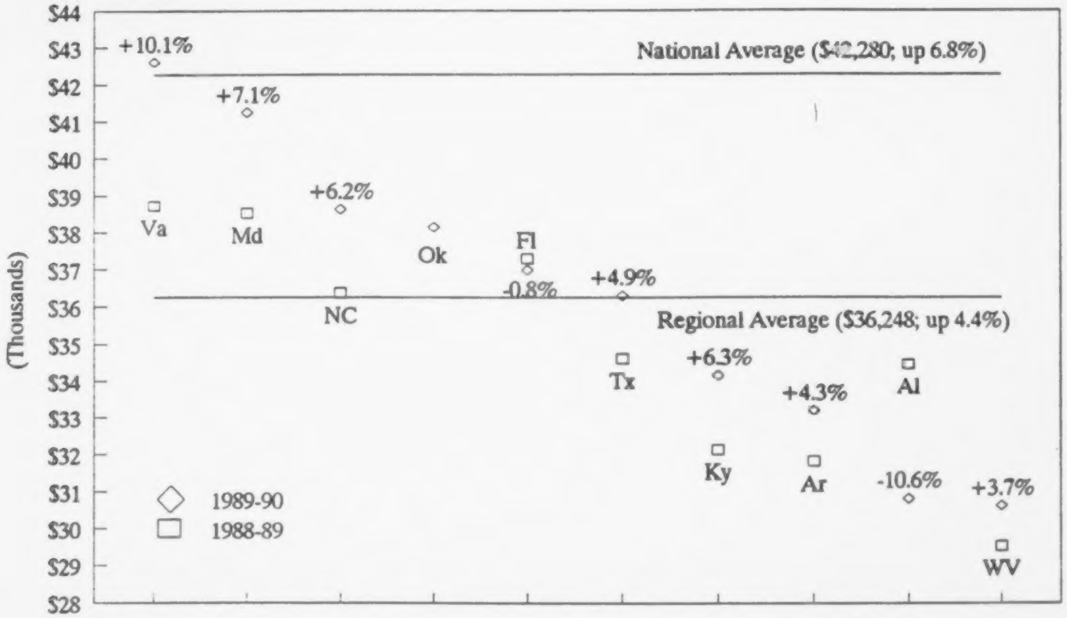
* The University of Maryland-Eastern Shore was classified as a Master's II institution in 1988-89.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

University of Maryland--Towson State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



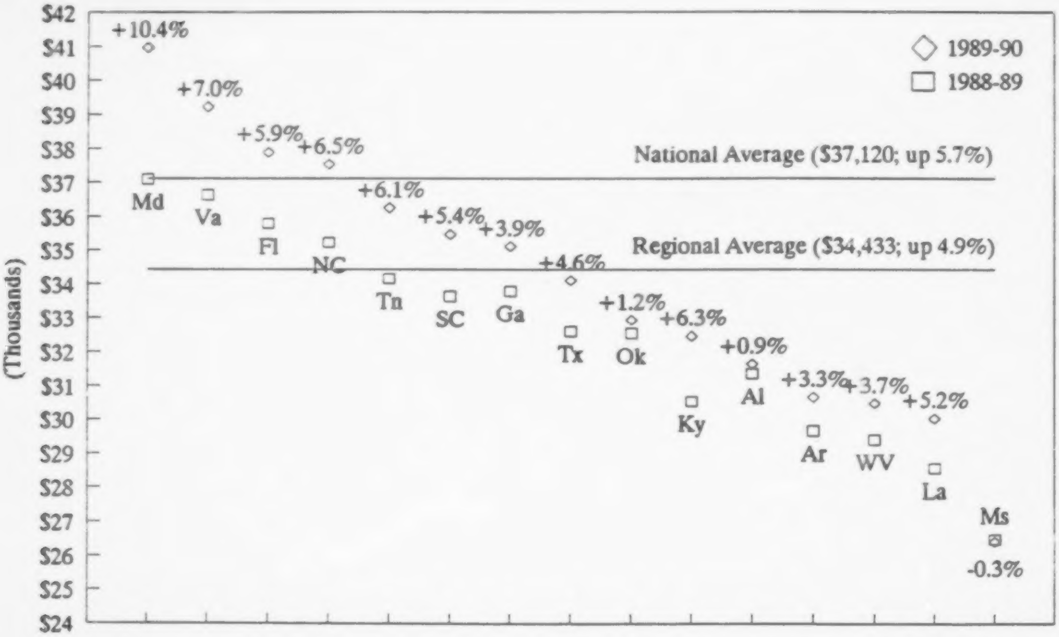
In 1989-90, the average full-time faculty salary at Maryland's **Master's I university** was $41,246--$4,998 above the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in Maryland grew 7.1 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in Maryland's Master's I university remained in 2nd place among the 10 SREB states having this type of institution.

Note: Oklahoma did not have an institution in this category for 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

University of Maryland--Bowie State University
University of Maryland--Coppin State University
University of Maryland--Frostburg State University
University of Maryland--Salisbury State University
University of Maryland--University of Baltimore

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

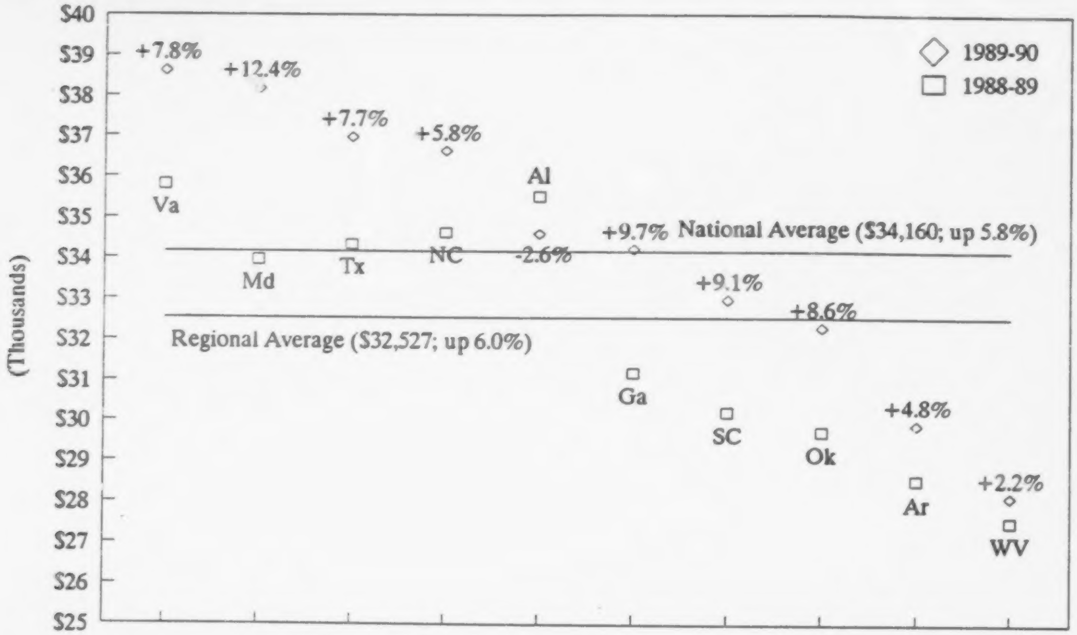


The average full-time faculty salary in 1989-90 at Maryland's **Master's II universities** was $40,961--$6,528 more than the regional average of $34,433. The average salary in Maryland's Master's II universities rose 10.4 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Maryland remained in 1st place among the 15 SREB states; in all of the other states the one-year rate of salary increase was lower.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

Saint Mary's College of Maryland

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90

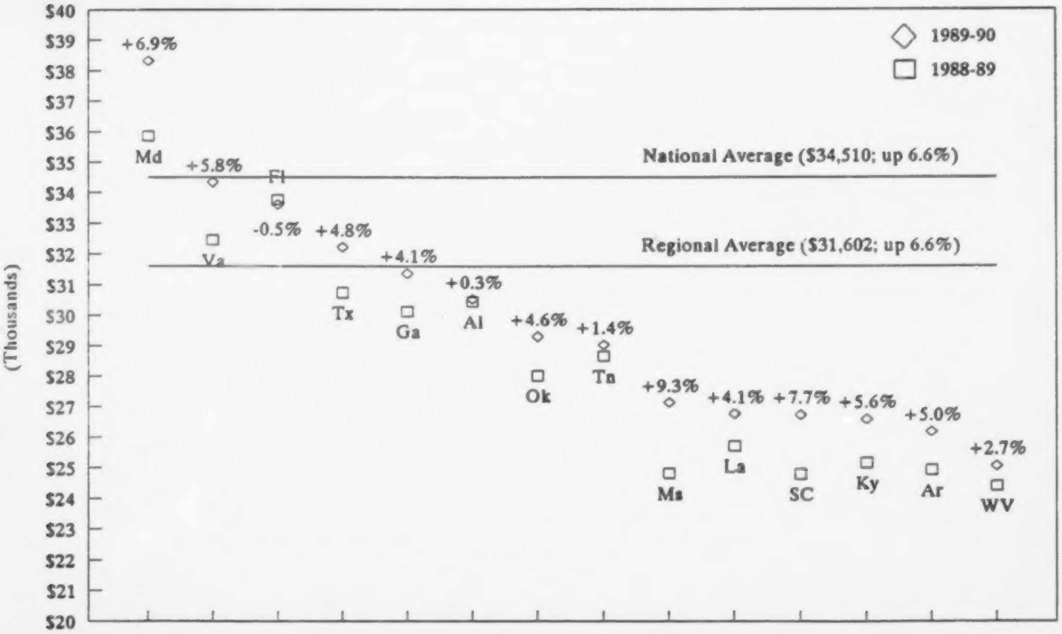


The average full-time faculty salary in Maryland's **Baccalaureate college** was $38,169 in 1989-90--$5,642 more than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in Maryland increased 12.4 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, Maryland ranked 5th in 1988-89 and 2nd in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in all of the other SREB states increased less than in Maryland.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Allegany Community College
Anne Arundel Community College
Catonsville Community College
Cecil Community College
Charles County Community College
Chesapeake College
Community College of Baltimore
Dundalk Community College
Essex Community College
Frederick Community College
Garrett Community College
Hagerstown Community College
Harford Community College
Howard Community College
Montgomery College
Prince Georges Community College
Wor-Wic Technical Community College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In Maryland's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $38,310 in 1989-90--$6,708 above the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Maryland's Comprehensive Two-Year colleges increased 6.9 percent; national and regional averages increased 6.6 percent. The average salary in Maryland remained in 1st position among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	UNK		UNK
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			UNK		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"UNK"
"--" indicates that there is no institution of that type in the state.
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SOURCE: SREB-State Data Exchange; American Association of University Professors.

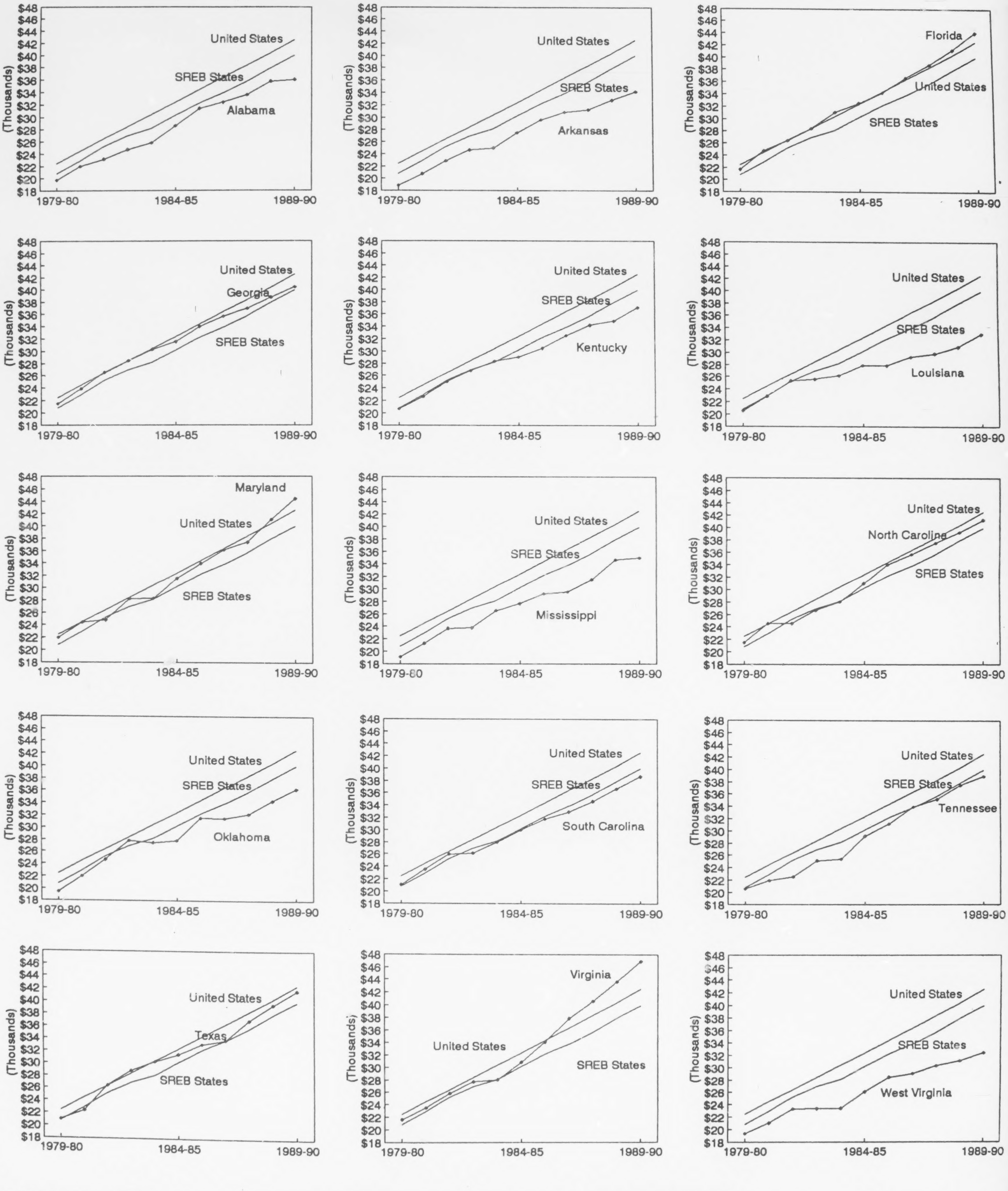
Summary of Institutions Reclassified
1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
Alabama A&M	Doctoral III	Master's I
Muscle Shoals Community College (Alabama)	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee (Oklahoma)	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University (Texas)	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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MISSISSIPPI

Faculty Salary Comparisons To National and SREB Averages

1989-90

(Public Universities and Colleges)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange**, *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

MISSISSIPPI HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Mississippi and Changes Since 1988-89:

- **Doctoral II Universities ranked 9th of 10, unchanged.**
- **Doctoral III Universities ranked 10th of 10, down 1.0 percent.**
- **Master's II Universities ranked 15th of 15, down 0.3 percent.**
- **Comprehensive Two-Year Colleges ranked 9th of 14, up 9.3 percent.**

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

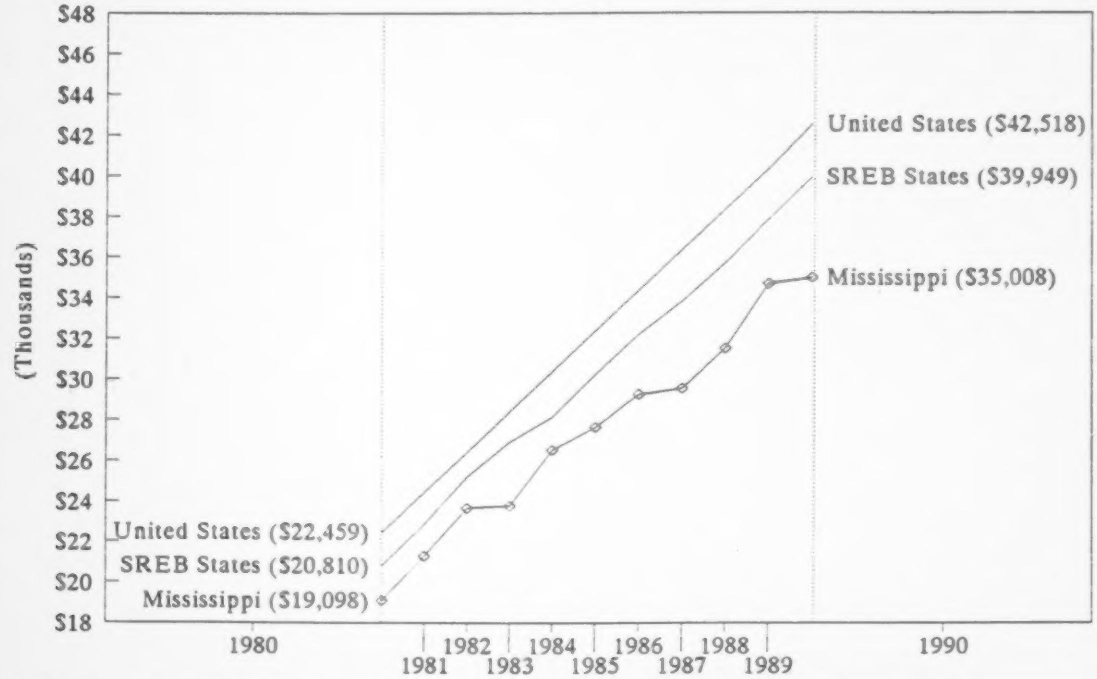
Salary averages from 1979-80 through 1989-90 for full-time faculty in Mississippi's public four-year colleges and universities are compared to national and regional averages. Mississippi's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, Mississippi State University and the University of Mississippi are classified as a Doctoral II universities as they award at least 30 doctoral degrees in at least 5 program areas.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Mississippi's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Mississippi's higher education institutions with four-year programs went up 83 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Mississippi's public four-year universities and colleges stood at 92 percent of the regional average; by 1989-90 it had dropped to 88 percent of the regional average, and Mississippi ranked 12th among the 15 SREB states.



Of the 14 other SREB states, 9 had salaries increase at the same or a higher rate than Mississippi over the last 10 years. In 1989-90, full-time faculty in Mississippi's public four-year universities and colleges, on average, earned $35,008--$4,941 less than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.09 in Missisippi for every $1.00 increase in the regional average over the 1979-80 to 1989-90 period for Mississippi's salaries to equal the 1989-90 regional average. The average salary in Mississippi actually increased $0.83 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

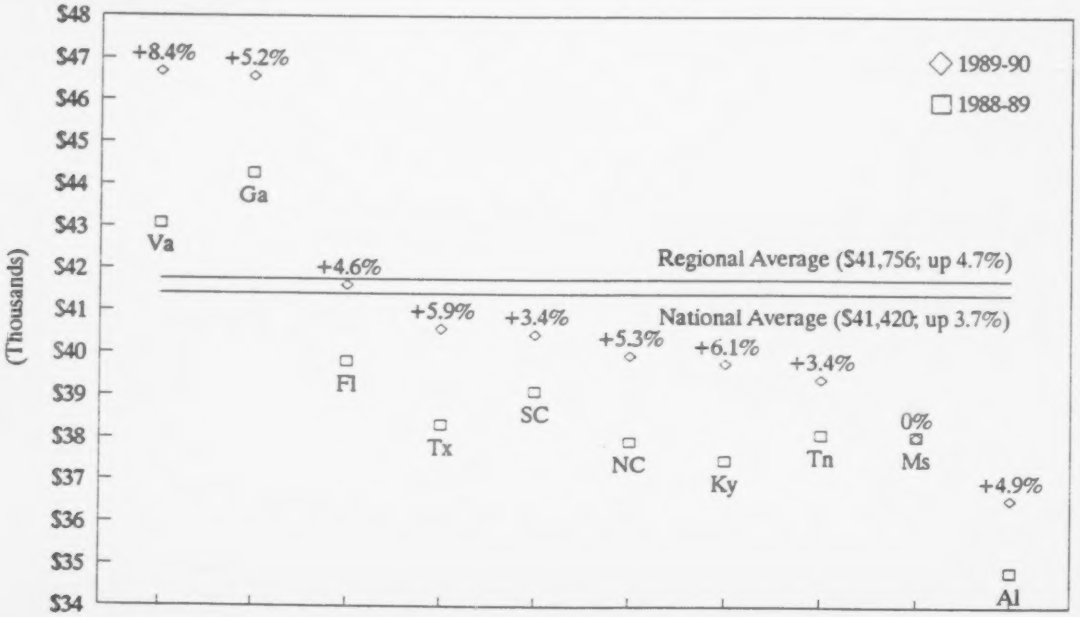
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Mississippi is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

Mississippi State University
University of Mississippi
University of Southern Mississippi

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

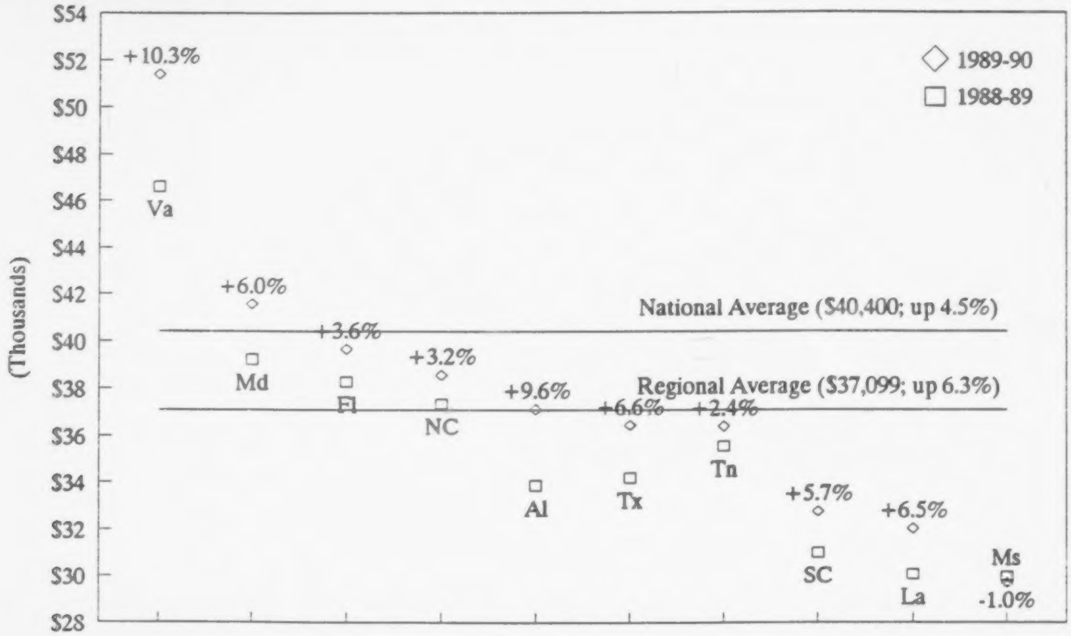


The average full-time faculty salary at Mississippi's **Doctoral II universities** in 1989-90 was $38,043--$3,713 below the $41,756 regional average. The average salary at Mississippi's Doctoral II universities remained the same as the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. Mississippi's Doctoral II universities ranked 9th among the 10 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

Delta State University
Jackson State University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90

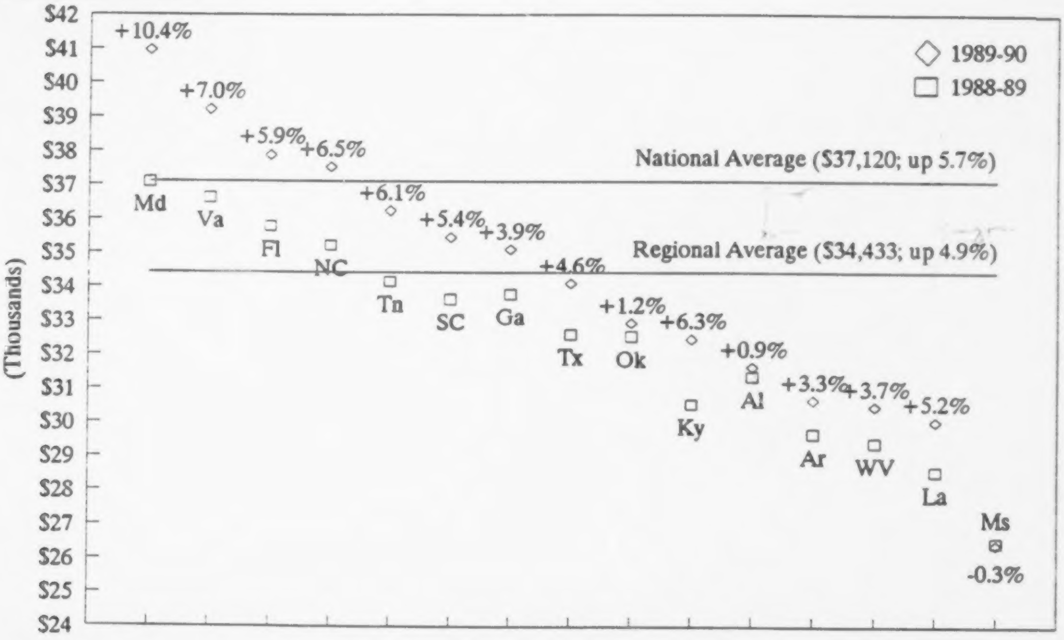


At the **Doctoral III universities** in Mississippi, the average full-time instructional faculty salary was $29,698 in 1989-90--$7,401 below the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in Mississippi rose 1.0 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, Mississippi's average salary ranked 10th in 1989-90 and 1988-89. All of the other SREB states with this type of university had a one-year percent increase greater than Mississippi's.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Alcorn State University
Mississippi University for Women
Mississippi Valley State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

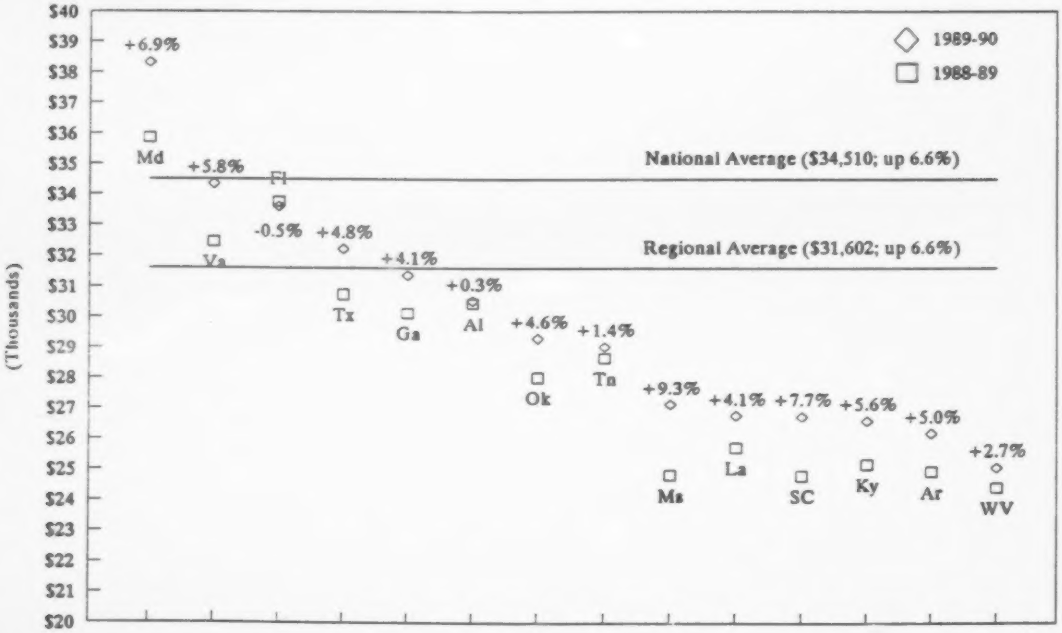


The average full-time faculty salary in 1989-90 at Mississippi's **Master's II universities** was $26,420--$8,013 less than the regional average of $34,433. The average salary in Mississippi's Master's II universities declined 0.3 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Mississippi remained in 15th place among the 15 SREB states; in all of the other states the one-year rate of salary increase was higher.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Coahoma Junior College
Copiah-Lincoln Community College
East Central Community College
East Mississippi Community College
Hinds Community College
Holmes Junior College
Itawamba Community College
Jones County Junior College
Meridian Community College
Mississippi Delta Junior College
Mississippi Gulf Coast Community College
Northeast Mississippi Community College
Northwest Mississippi Community College
Pearl River Community College
Southwest Mississippi Community College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In Mississippi's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $27,132 in 1989-90--$4,470 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Mississippi's Comprehensive Two-Year colleges increased 9.3 percent; national and regional averages increased 6.6 percent. The average salary in Mississippi ranked 9th among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	UNK		UNK
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SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			UNK		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
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Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
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1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
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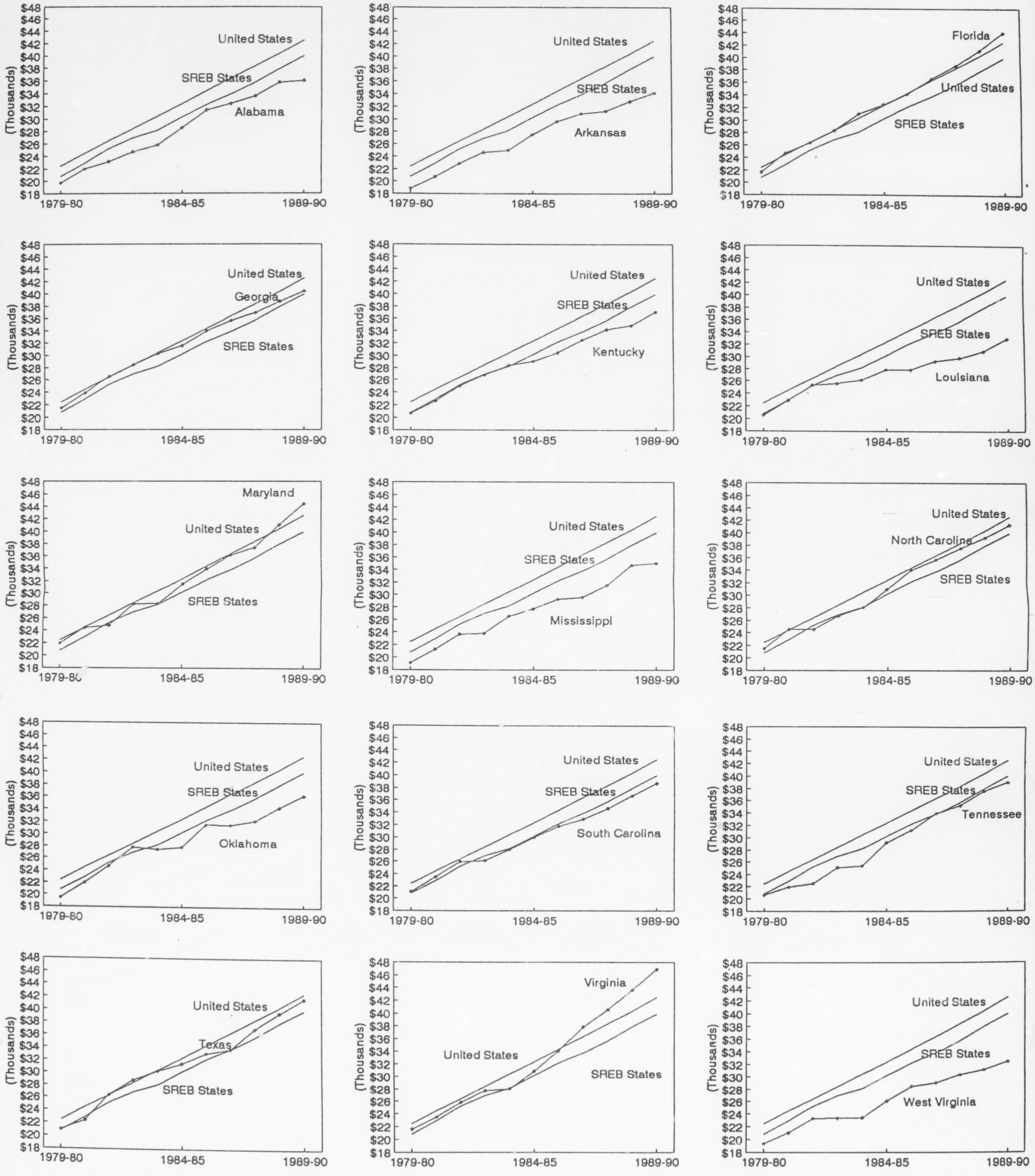
Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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NORTH CAROLINA

Faculty Salary Comparisons To National and SREB Averages

1989-90

(Public Universities and Colleges)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

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NORTH CAROLINA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in North Carolina and Changes Since 1988-89:

- **Doctoral I Universities ranked 5th of 14, up 3.9 percent.**
- **Doctoral II University ranked 6th of 10, up 5.3 percent.**
- **Doctoral III Universities ranked 4th of 10, up 3.2 percent.**
- **Master's I Universities ranked 3rd of 10, up 6.2 percent.**
- **Master's II Universities ranked 4th of 15, up 6.5 percent**
- **Baccalaureate Colleges ranked 4th of 10, up 5.8 percent.**

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

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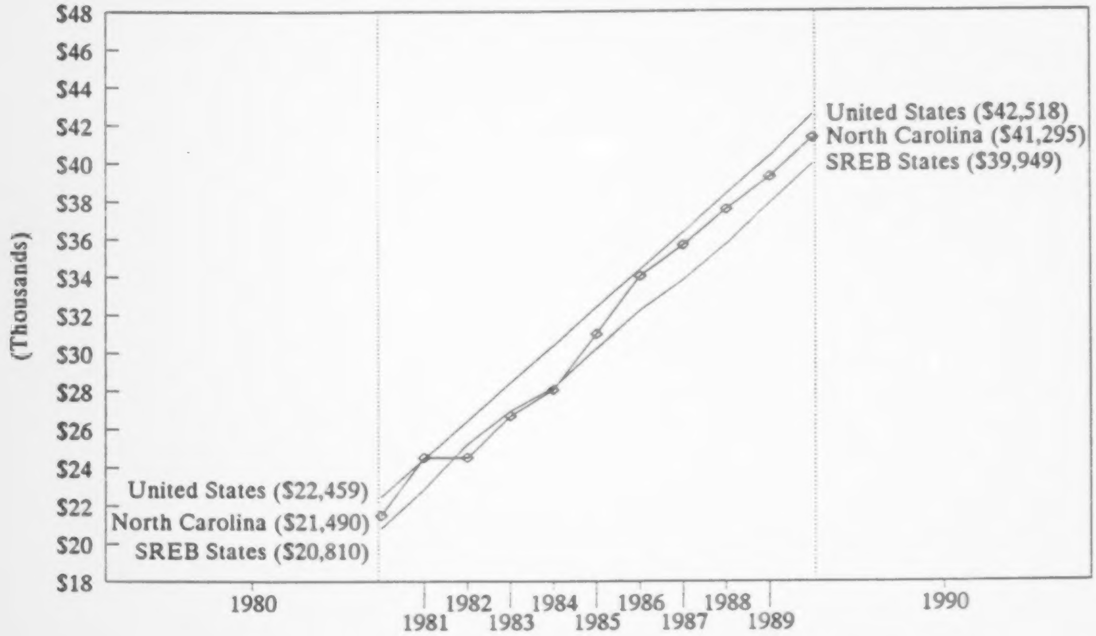
Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in North Carolina's public four-year universities and colleges (taken as a group) held steady with the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in North Carolina's higher education institutions with four-year programs went up 92 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in North Carolina's public four-year universities and colleges stood at 103 percent of the regional average; by 1989-90 it had remained at 103 percent of the regional average, and North Carolina ranked 5th among the 15 SREB states.



Of the 14 other SREB states, 4 had salaries increase at the same or a higher rate than North Carolina over the last 10 years. In 1989-90, full-time faculty in North Carolina's public four-year universities and colleges, on average, earned $41,295--$1,346 more than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

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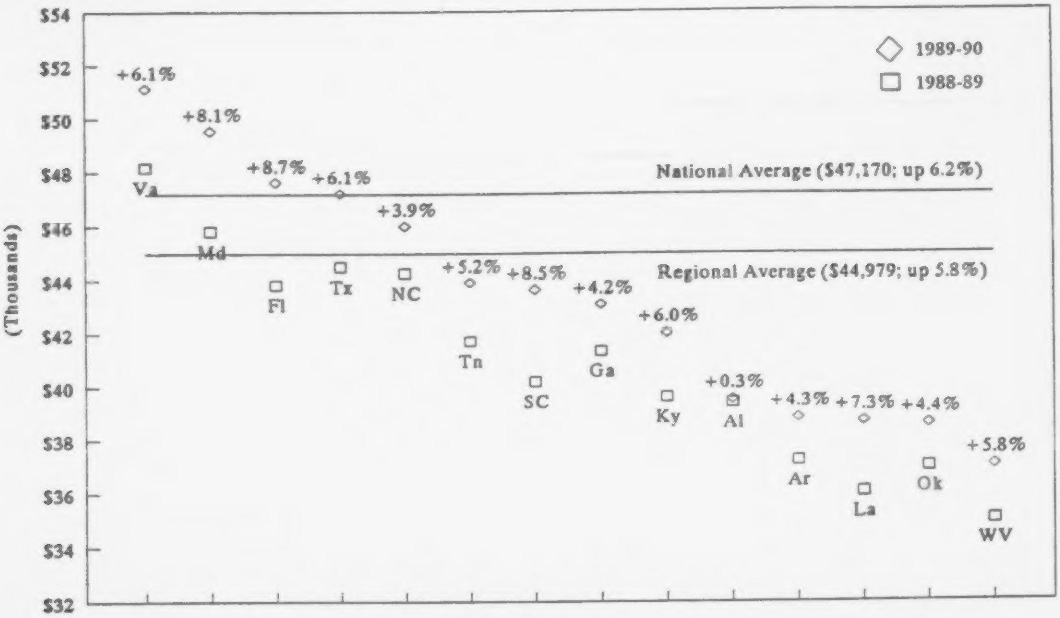
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in North Carolina is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

North Carolina State University
University of North Carolina-Chapel Hill

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

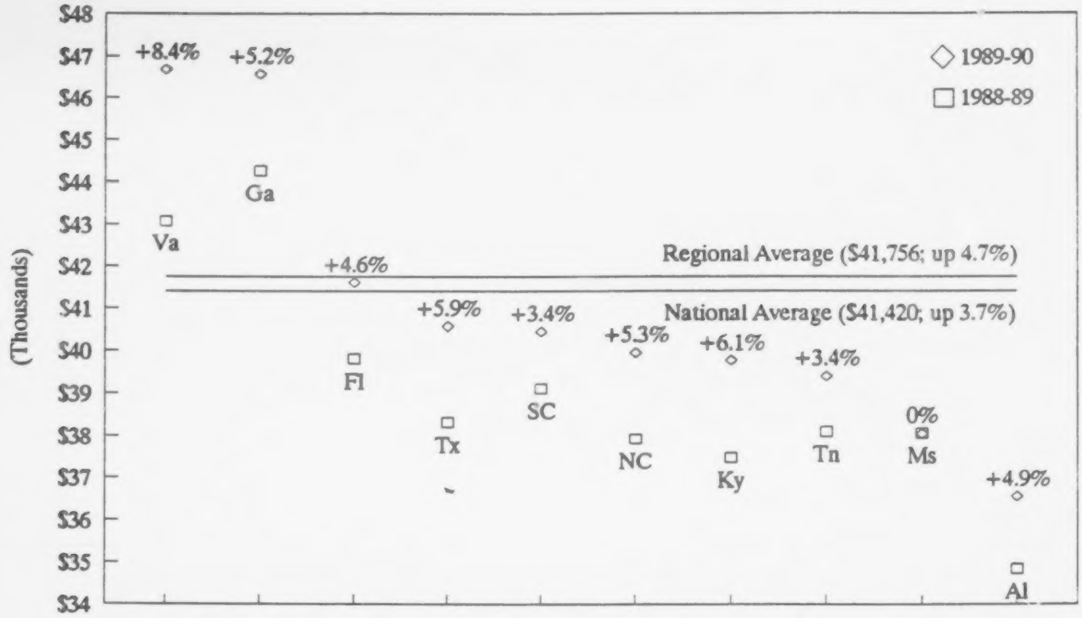


The average full-time faculty salary in North Carolina's **Doctoral I universities** was $45,998 in 1989-90--$1,019 above the regional average of $44,979. From 1988-89 to 1989-90, the average salary in North Carolina's Doctoral I universities increased 3.9 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. North Carolina's Doctoral I universities rank 5th among the 14 SREB states with this type of university.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

University of North Carolina-Greensboro

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

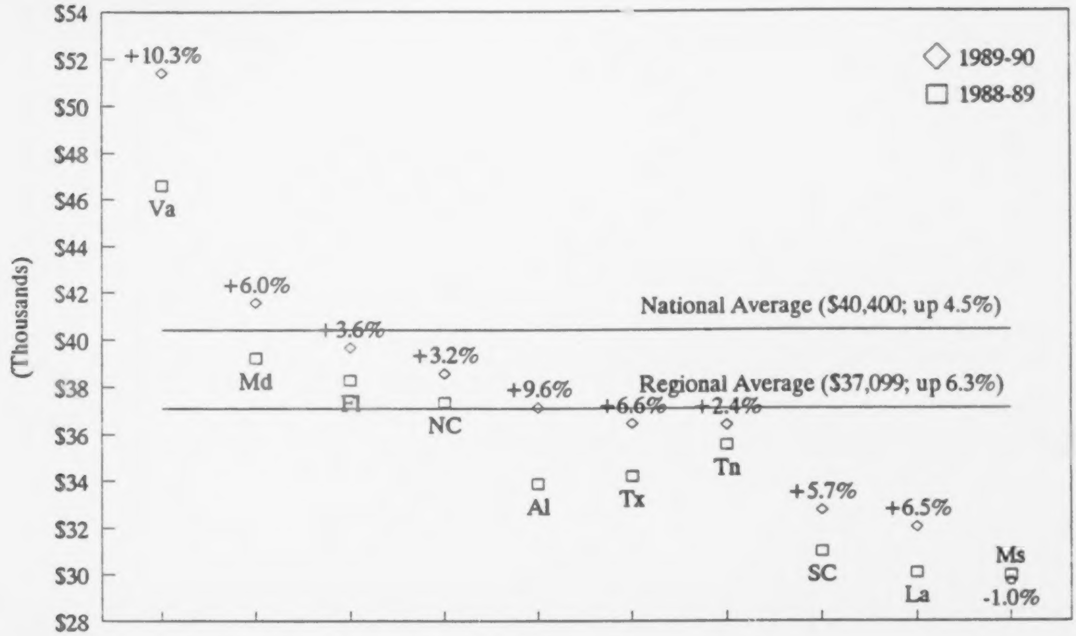


The average full-time faculty salary at North Carolina's **Doctoral II university** in 1989-90 was $39,947--$1,809 below the $41,756 regional average. The average salary at North Carolina's Doctoral II university increased 5.3 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. North Carolina's Doctoral II university ranked 6th among the 10 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

East Carolina University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90

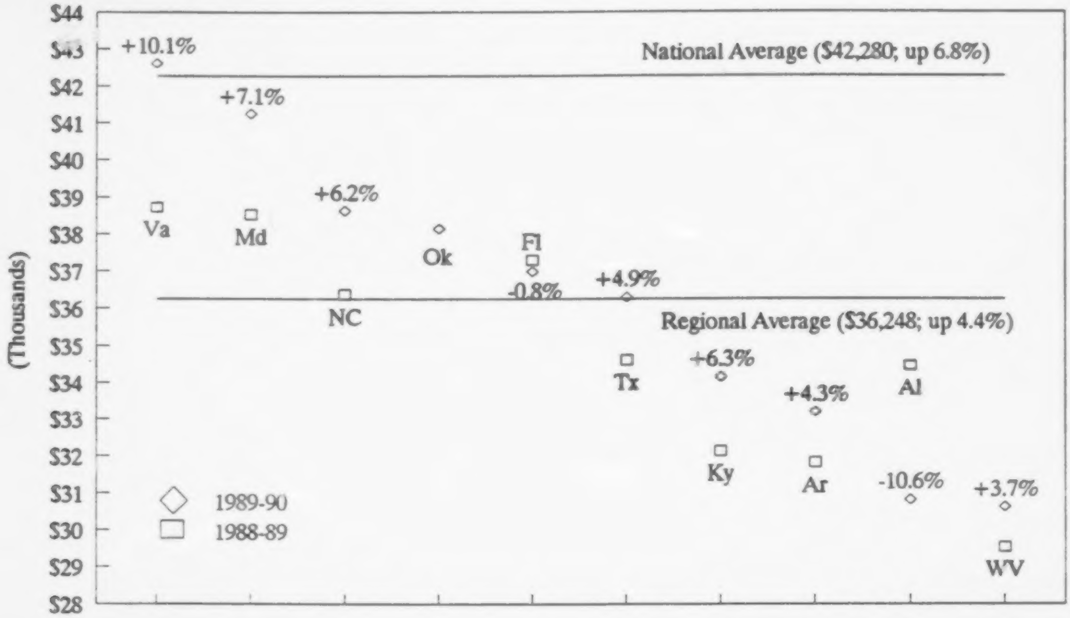


At the **Doctoral III university** in North Carolina, the average full-time instructional faculty salary was $38,570 in 1989-90--$1,471 above the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in North Carolina rose 3.2 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, North Carolina's average salary ranked 4th in 1989-90 and 1988-89.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

Appalachian State University
North Carolina Agricultural & Technical State University
North Carolina Central University
University of North Carolina-Charlotte
Western Carolina University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



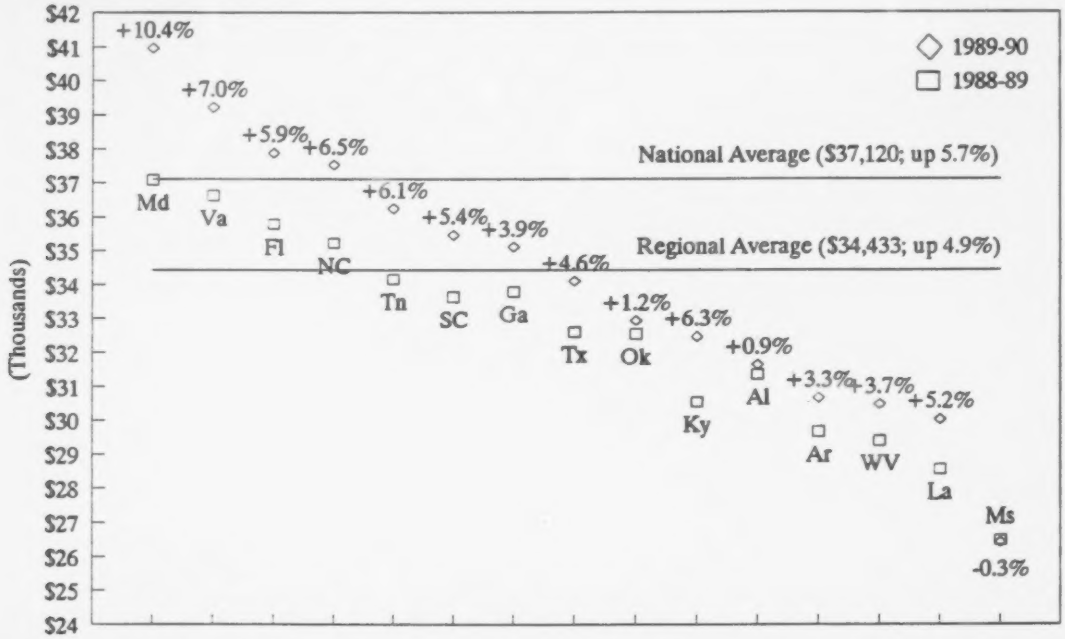
In 1989-90, the average full-time faculty salary at North Carolina's **Master's I universities** was $38,627--$2,379 above the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in North Carolina grew 6.2 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in North Carolina's Master's I universities moved up 4th to 3rd place among the 10 SREB states having this type of institution.

Note: Oklahoma did not have an institution in this category for 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Fayetteville State University
Pembroke State University
University of North Carolina-Wilmington

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

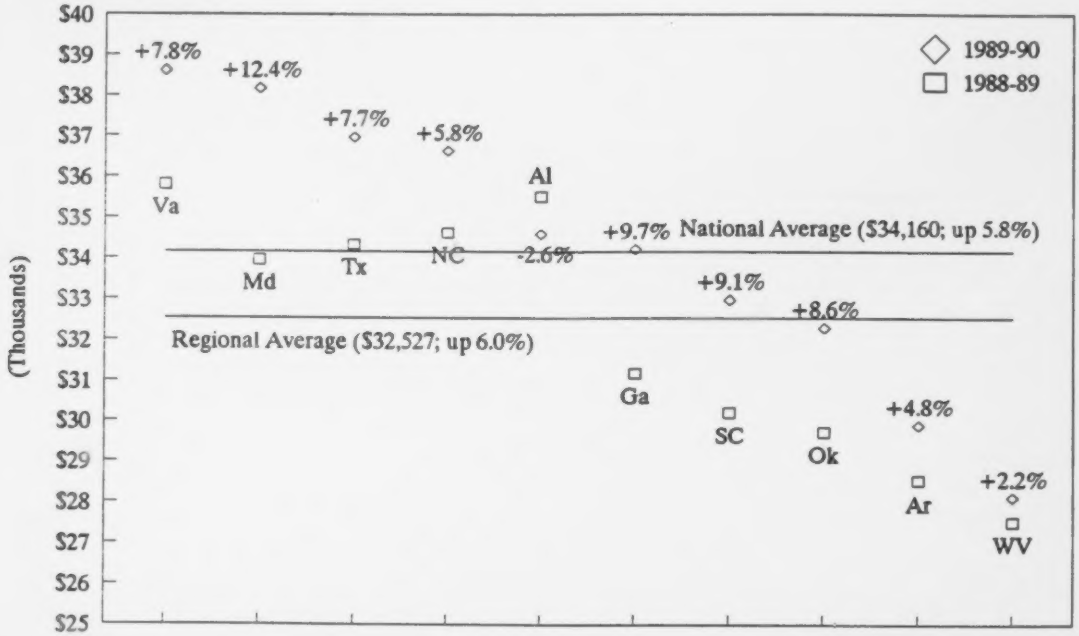


The average full-time faculty salary in 1989-90 at North Carolina's **Master's II universities** was $37,529--$3,096 more than the regional average of $34,433. The average salary in North Carolina's Master's II universities rose 6.5 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in North Carolina remained in 4th place among the 15 SREB states.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

Elizabeth City State University
University of North Carolina-Asheville
Winston-Salem State University

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90



The average full-time faculty salary in North Carolina's **Baccalaureate colleges** was $36,628 in 1989-90--$4,101 more than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in North Carolina increased 5.8 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, North Carolina ranked 3rd in 1988-89 and 4th in 1989-90.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	NA		NA
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			NA		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB State Data Exchange; American Association of University Professors.

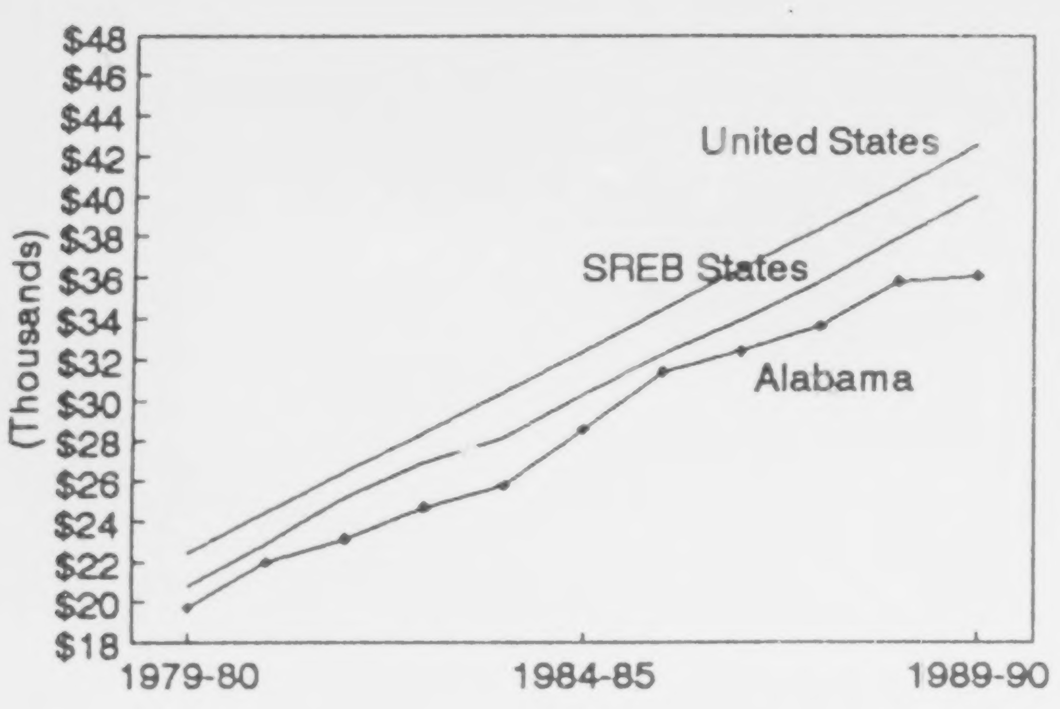
Summary of Institutions Reclassified
1988-89 to 1989-90

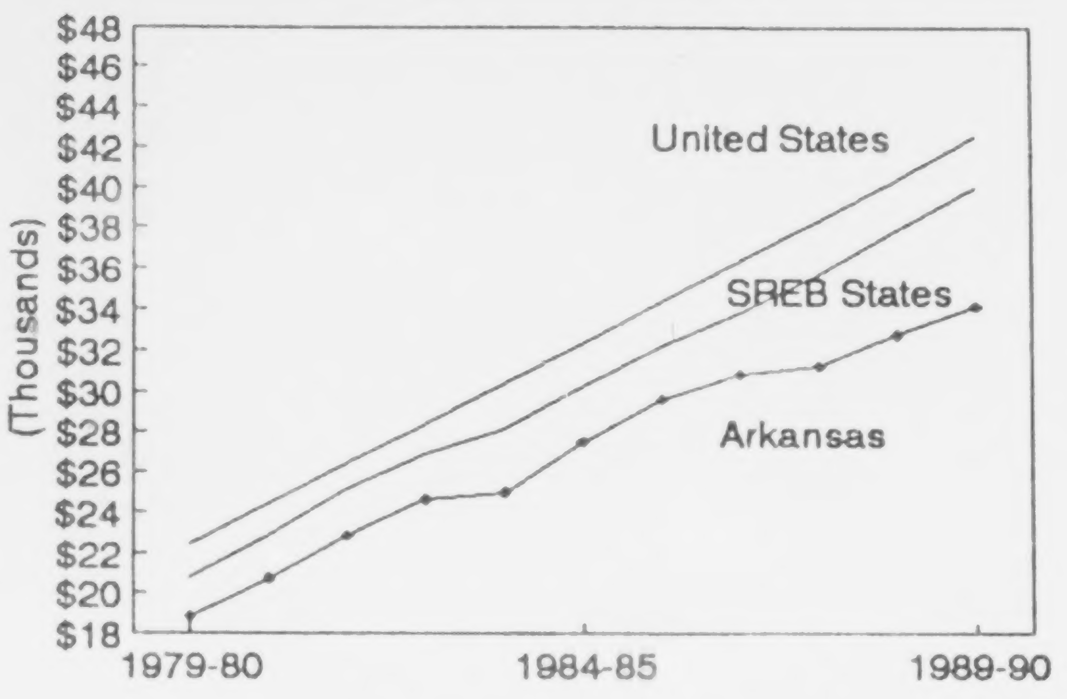
Institution	1988-89 Category	1989-90 Category
Alabama A & M	Doctoral III	Master's I
Muscle Shoals Community College	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

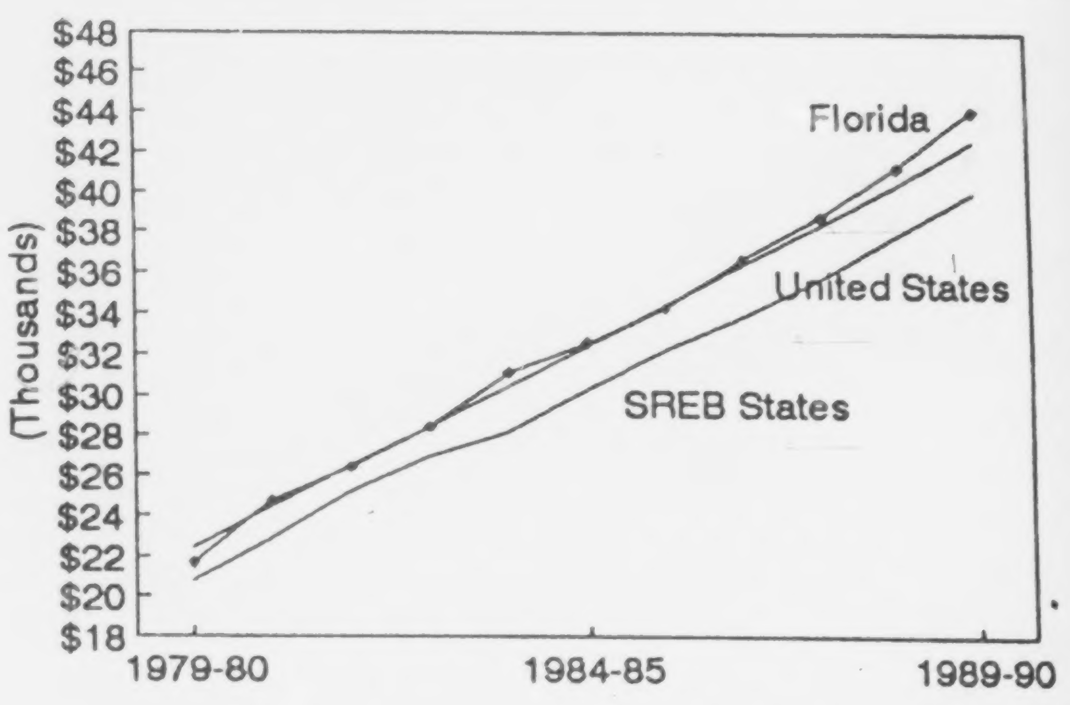
Trends in Faculty Salary Averages

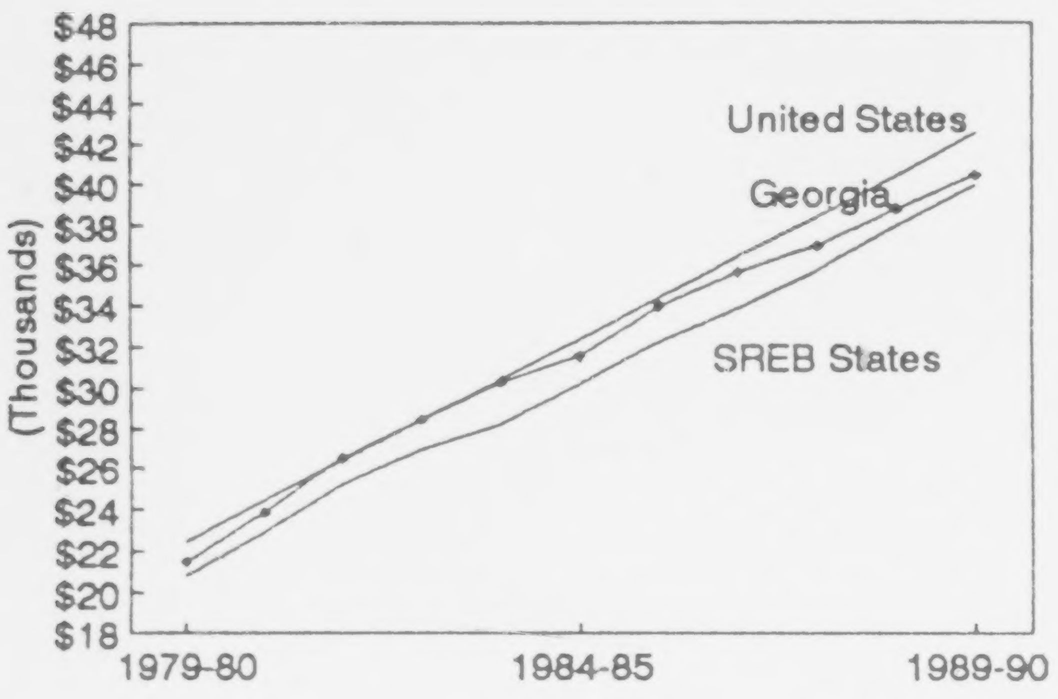
Public Four-Year Colleges and Universities

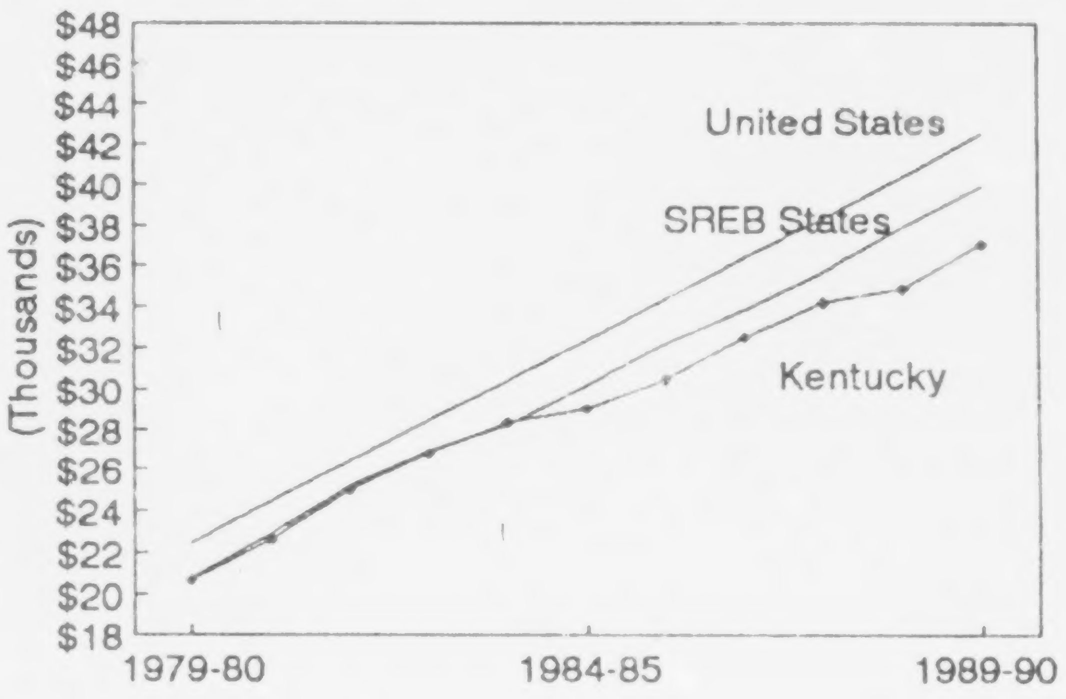
1979-80 to 1989-90

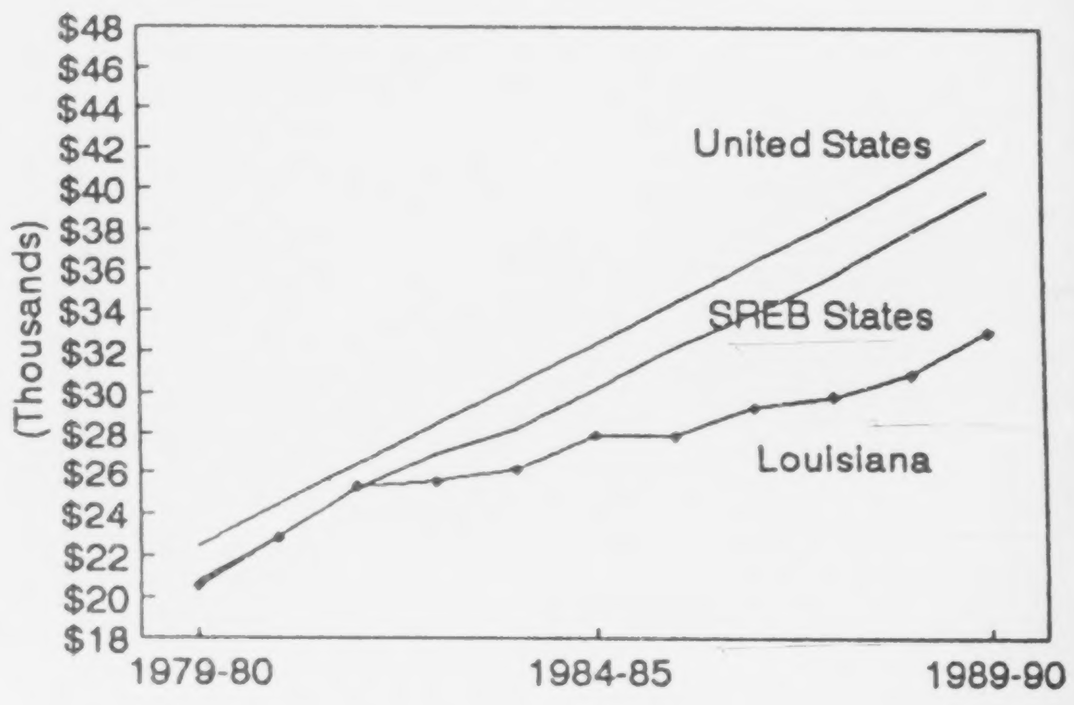


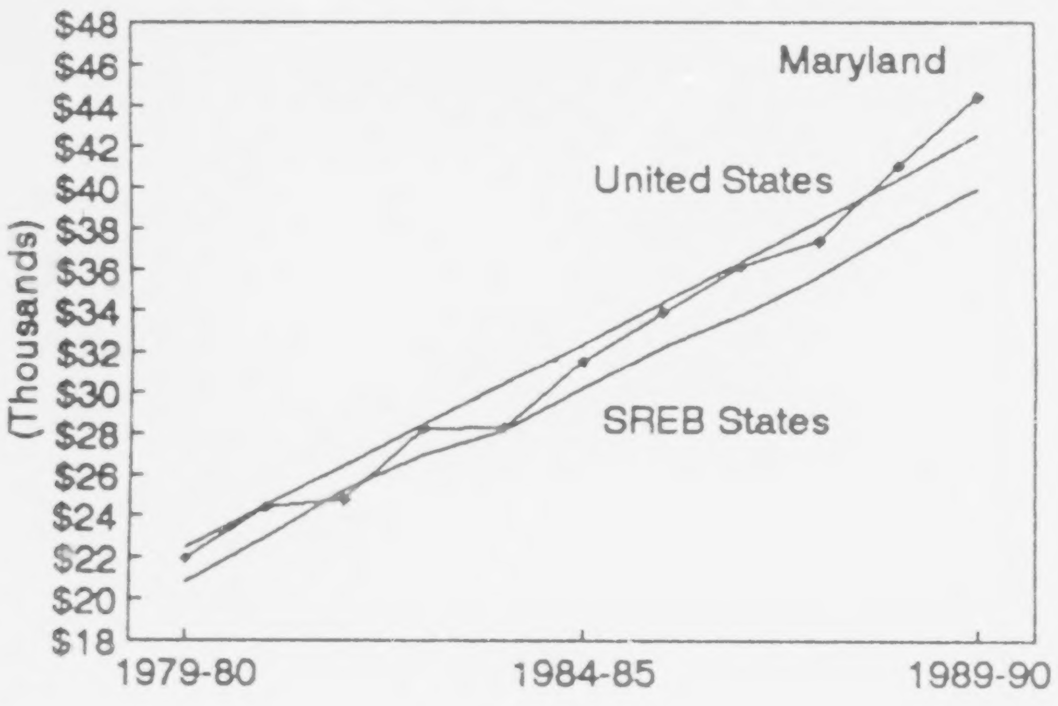


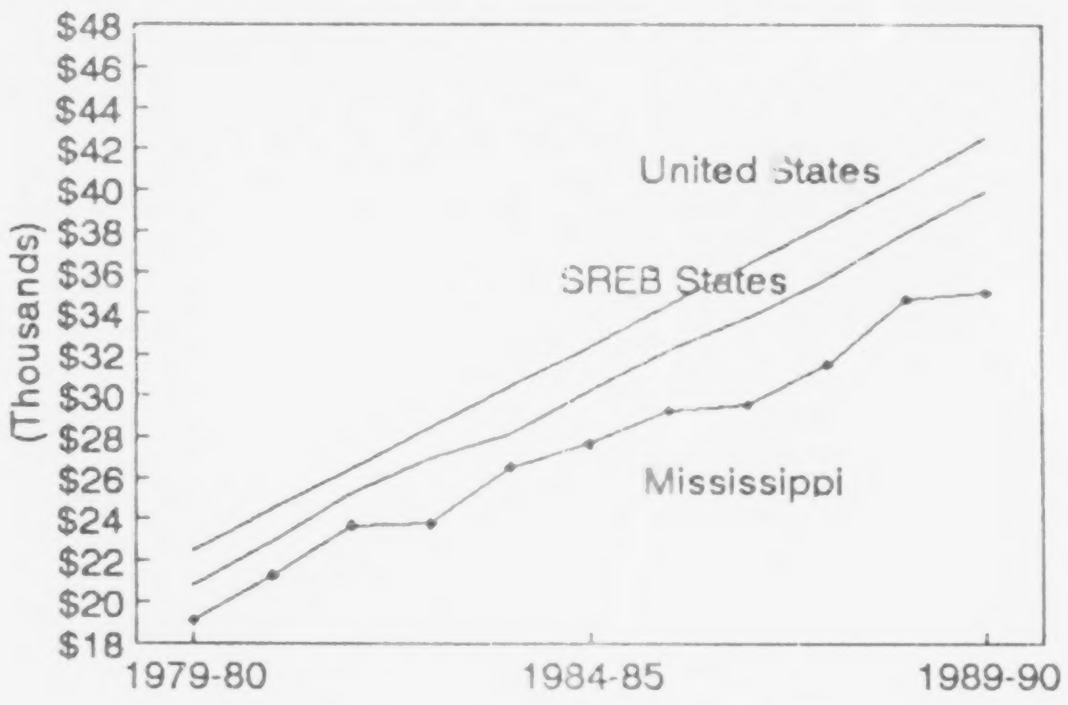


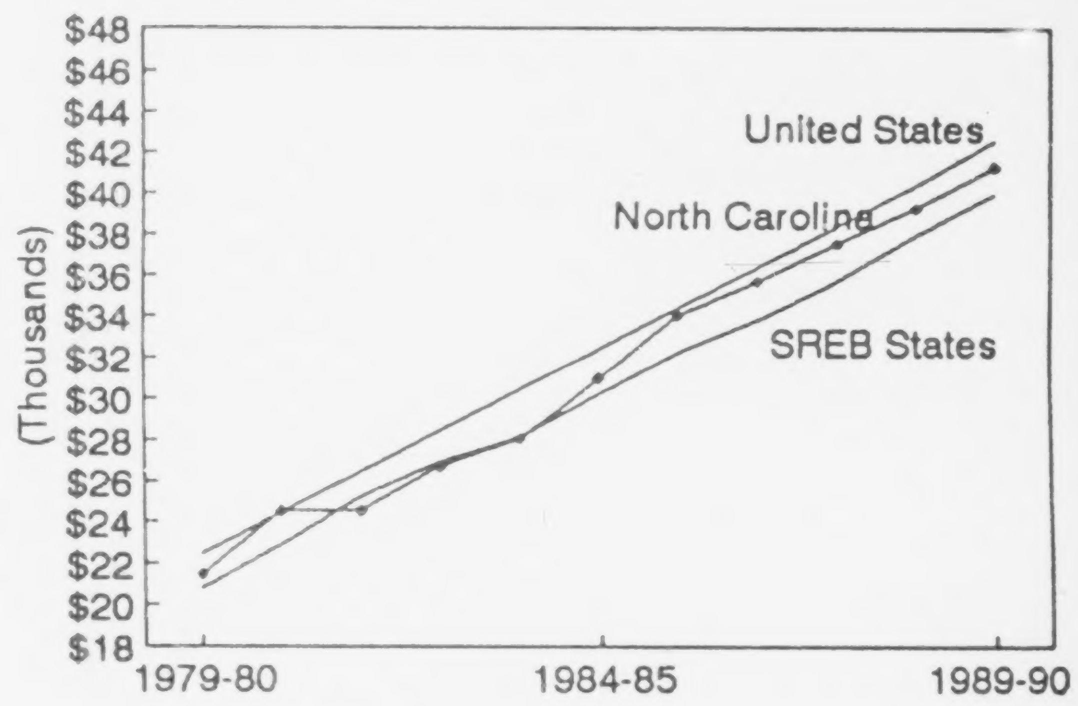


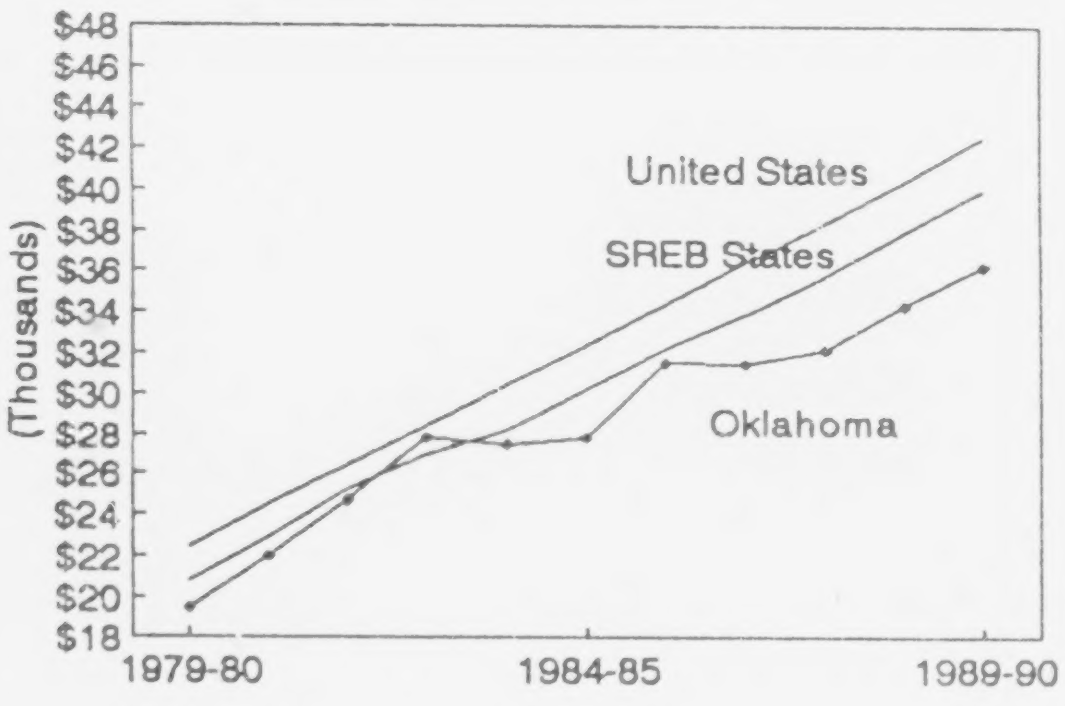


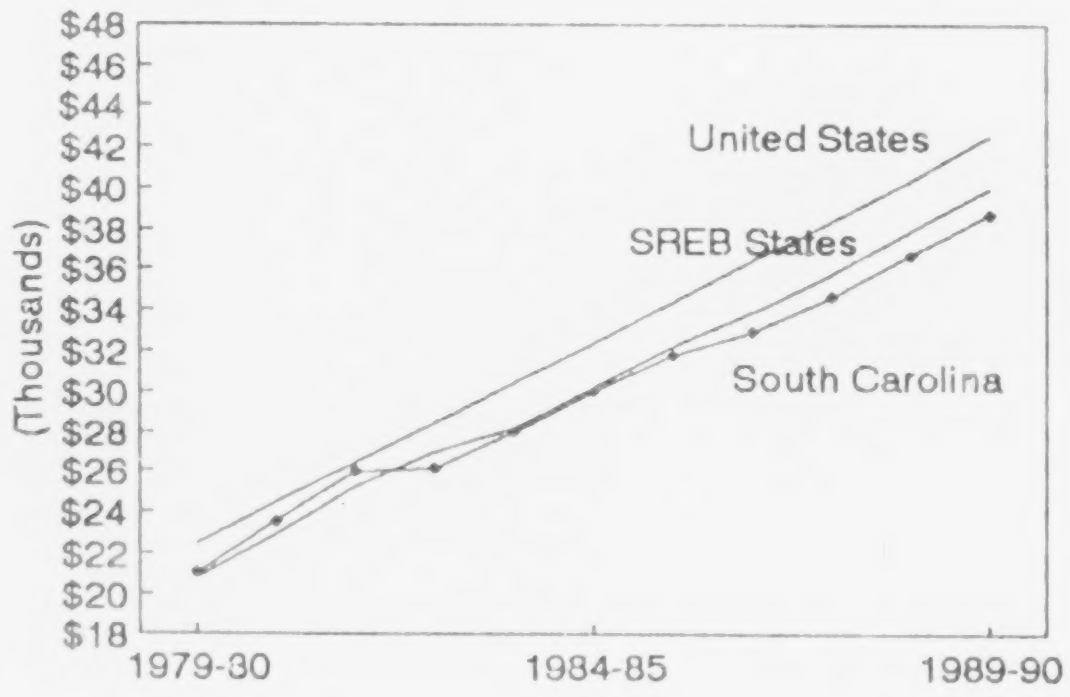


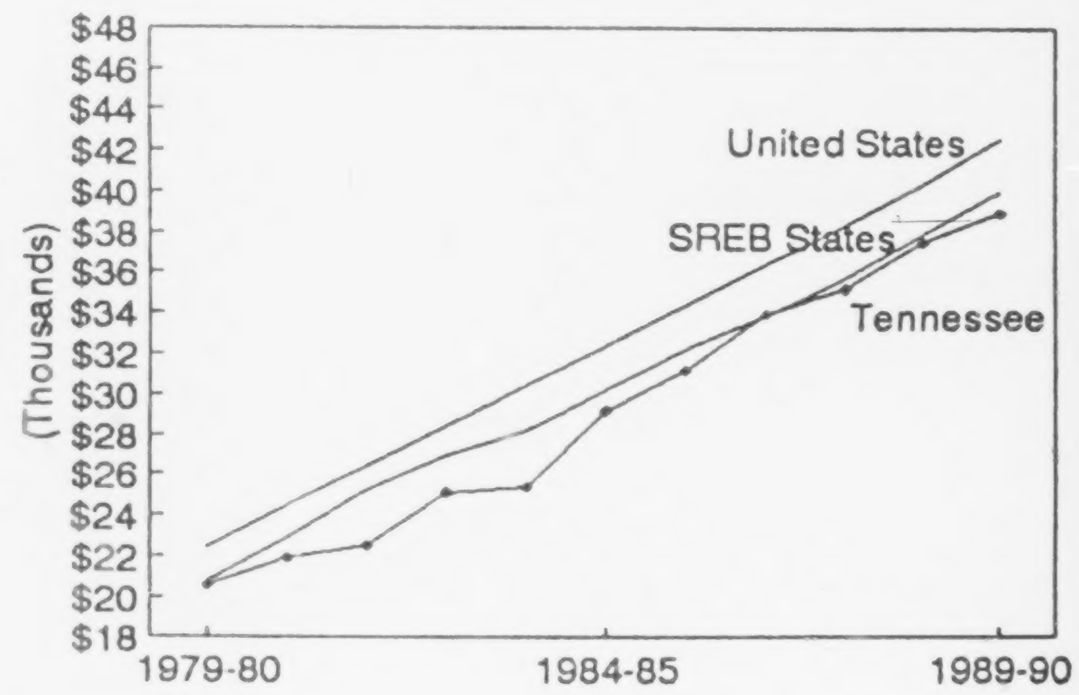


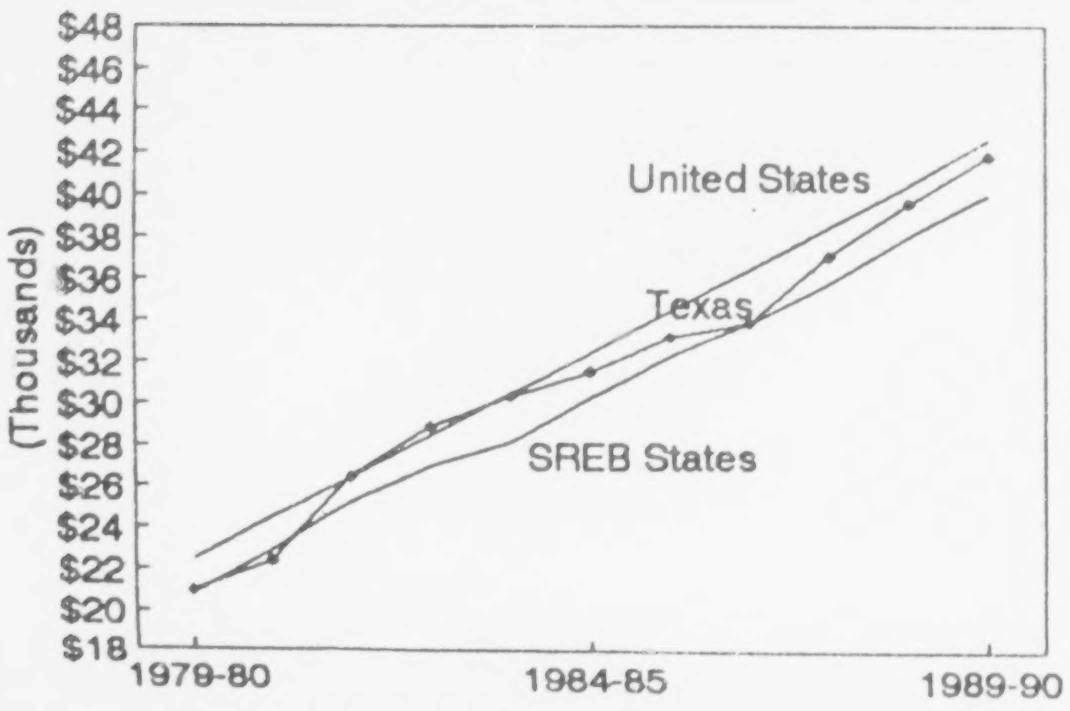


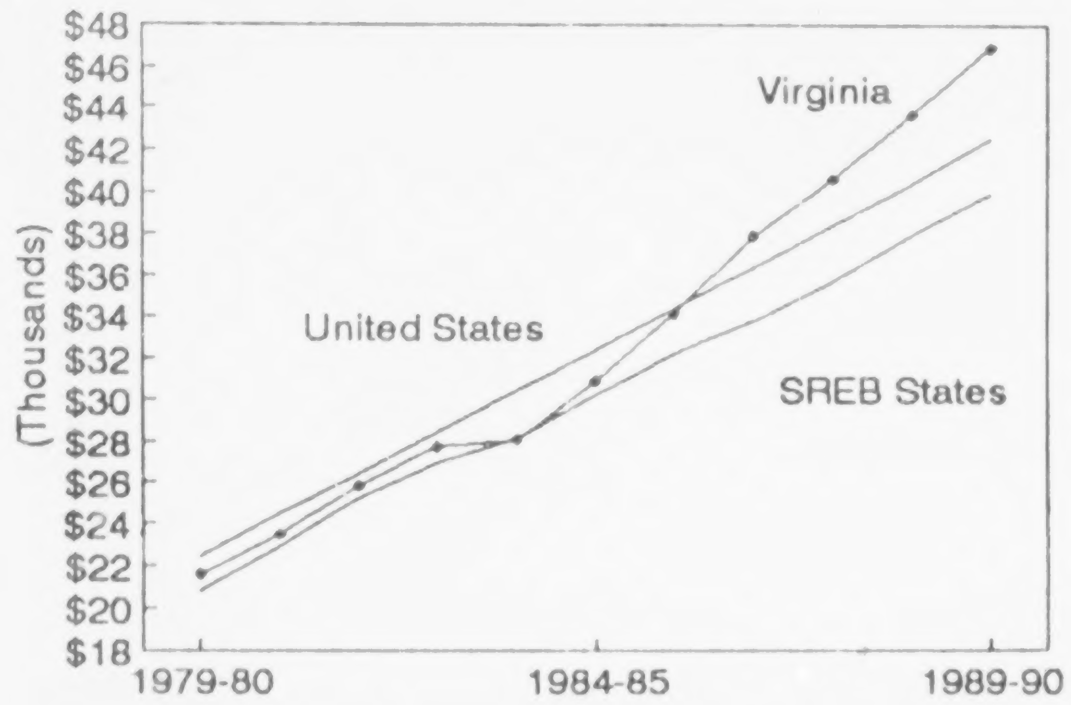


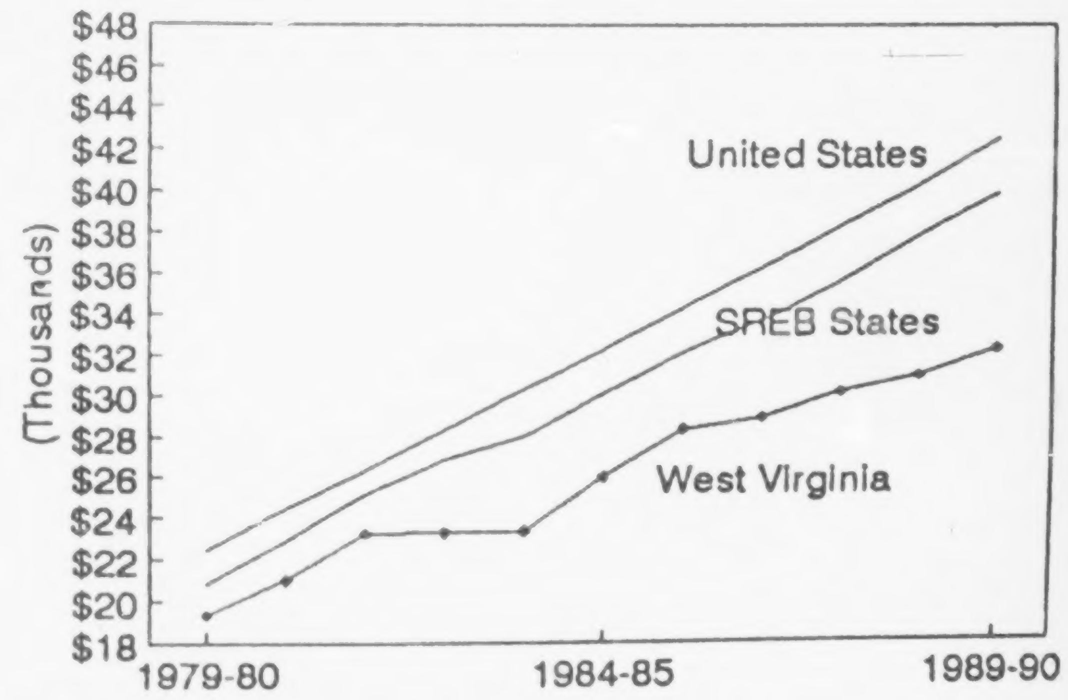












SOURCE: SREB-State Data Exchange; American Association of University Professors.

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OKLAHOMA

Faculty Salary Comparisons
To National and SREB Averages
1989-90

(Public Universities, Colleges, and Postsecondary Vocational-Technical Institutions)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

OKLAHOMA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Oklahoma and Changes Since 1988-89:

- **Doctoral I Universities ranked 13th of 14, up 4.4 percent.**
- **Master's I University ranked 4th of 10. ***
- **Master's II Universities ranked 9th of 15, up 1.2 percent.**
- **Baccalaureate Colleges ranked 8th of 10, up 8.6 percent.**
- **Comprehensive Two-Year Colleges ranked 7th of 14, up 4.6 percent.**
- **Postsecondary Vo-Tech Institutions ranked 2nd of 6.**

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* Oklahoma did not have an institution in this category in 1988-89.

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

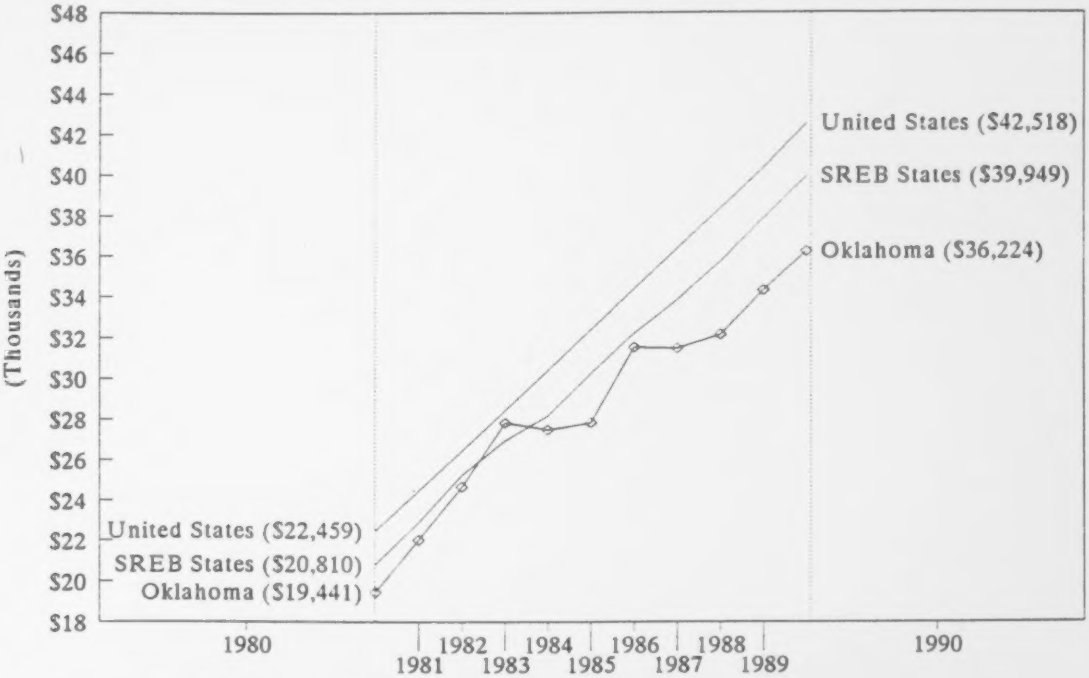
Salary averages from 1979-80 through 1989-90 for full-time faculty in Oklahoma's public four-year colleges and universities are compared to national and regional averages. Oklahoma's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, Oklahoma State University and Oklahoma University are classified as Doctoral I universities--they award at least 100 doctoral degrees in at least 10 program areas, with no more than one-half of the degrees in any one area.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Oklahoma's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Oklahoma's higher education institutions with four-year programs went up 86 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Oklahoma's public four-year universities and colleges stood at 93 percent of the regional average; by 1989-90 it had dropped to 91 percent of the regional average, and Oklahoma ranked 10th among the 15 SREB states.



Of the 14 other SREB states, 7 had salaries increase at the same or a higher rate than Oklahoma over the last 10 years. In 1989-90, full-time faculty in Oklahoma's public four-year universities and colleges, on average, earned $36,224--$3,725 less than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.07 in Oklahoma for every $1.00 increase in the regional average over the 1979-80 to 1989-90 period for Oklahoma's salaries to equal the 1989-90 regional average. The average salary in Oklahoma actually increased $0.88 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

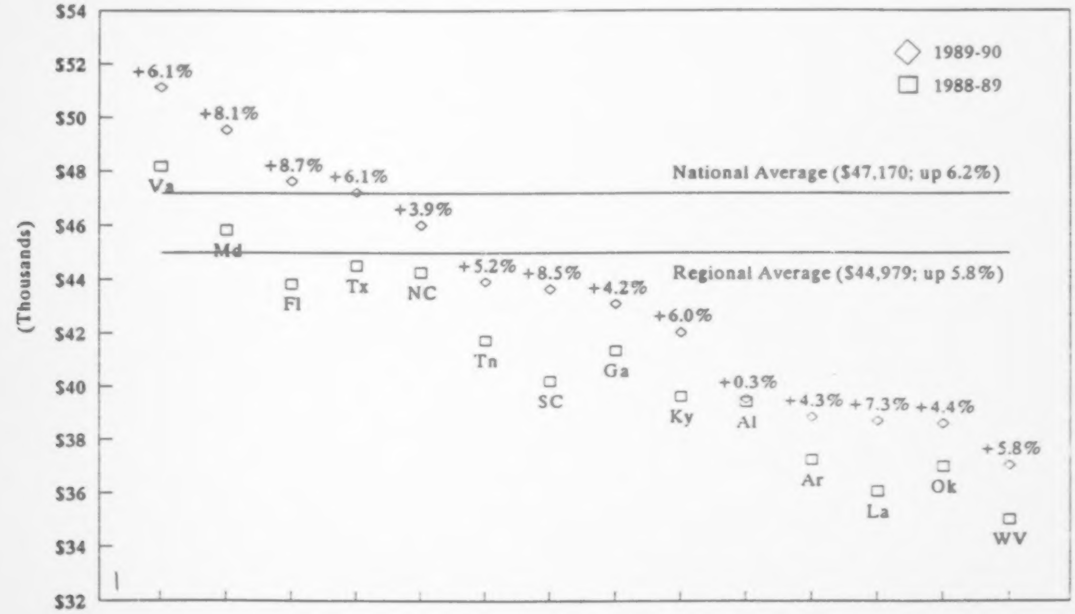
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Oklahoma is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

Oklahoma State University
Oklahoma University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

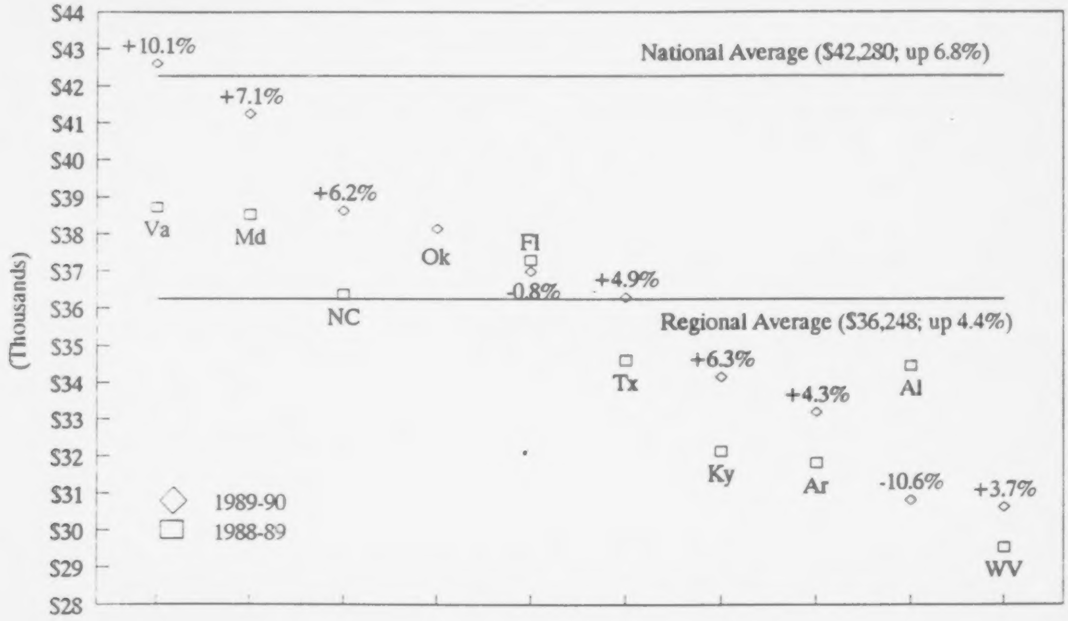


The average full-time faculty salary in Oklahoma's **Doctoral I universities** was $38,615 in 1989-90--$6,364 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Oklahoma's Doctoral I universities increased 4.4 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Oklahoma's Doctoral I universities rank 13th among the 14 SREB states with this type of university.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

University of Central Oklahoma

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



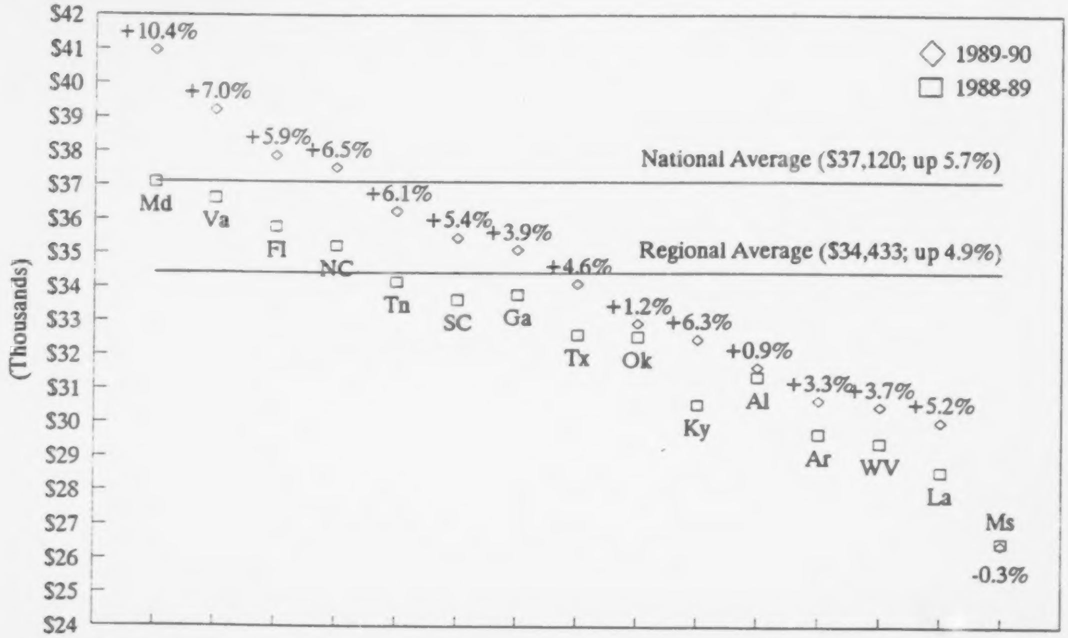
In 1989-90, the average full-time faculty salary at Oklahoma's **Master's I university** was $38,145--$1,897 above the regional average of $36,248. The average full-time faculty salary in Oklahoma's Master's I university ranked 4th among the 10 SREB states having this type of institution.

Note: Oklahoma did not have an institution in this category for 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Cameron University *
East Central Oklahoma State University
Northeastern Oklahoma State University
Northwestern Oklahoma State University
Southeastern Oklahoma State University
Southwestern Oklahoma State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90



The average full-time faculty salary in 1989-90 at Oklahoma's **Master's II universities** was $32,946--$1,487 less than the regional average of $34,433. The average salary in Oklahoma's Master's II universities rose 1.2 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Oklahoma remained in 9th place among the 15 SREB states.

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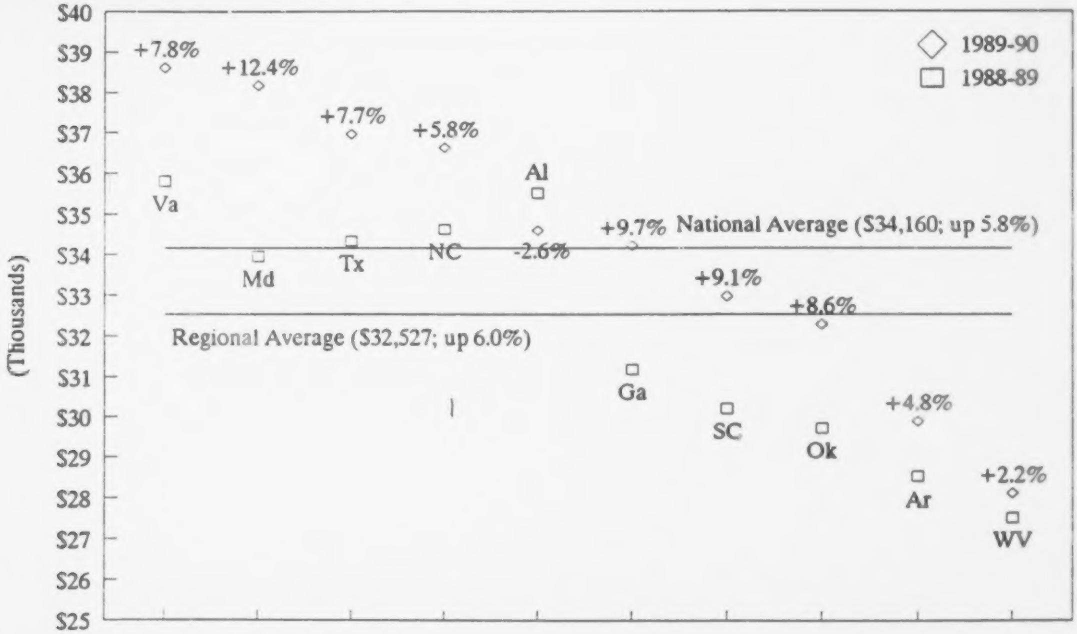
* Cameron State University was classified as a Baccalaureate institution in 1988-89.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

Langston University
Oklahoma Panhandle State University
University of Sciences & Arts of Oklahoma

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90

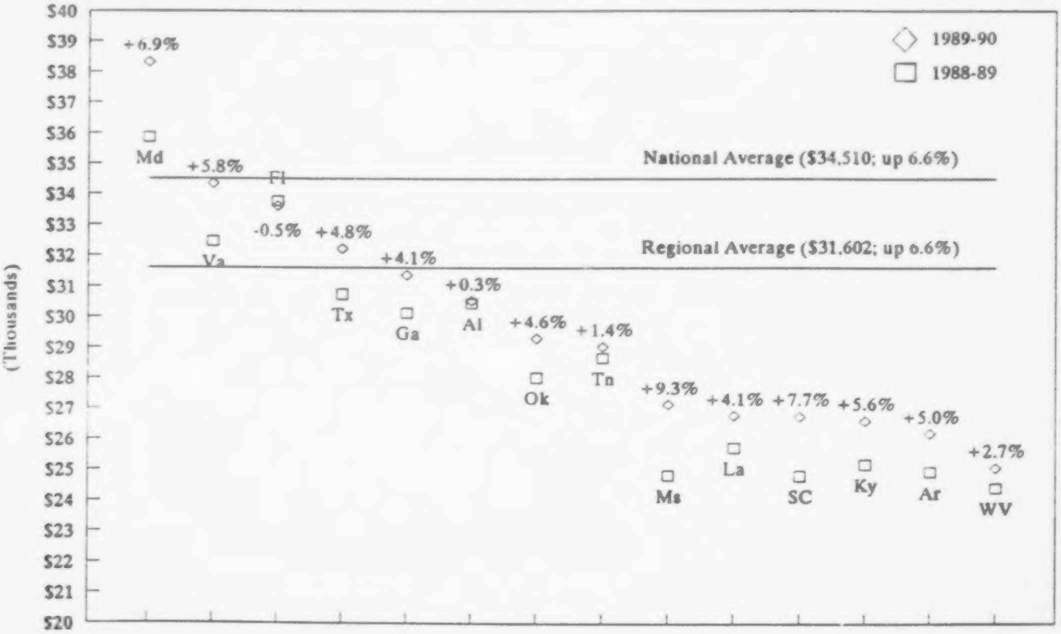


The average full-time faculty salary in Oklahoma's **Baccalaureate colleges** was $32,298 in 1989-90--$229 less than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in Oklahoma increased 8.6 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, Oklahoma ranked 8th in both 1988-89 and 1989-90.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Carl Albert Junior College
Connors State College
Eastern Oklahoma State College
El Reno Junior College
Murray State College
Northeastern Oklahoma Agricultural & Mechanical College
Northern Oklahoma College
Oklahoma City Community College
Rogers State College
Rose State College
Seminole Junior College
Tulsa Junior College
Western Oklahoma State College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In Oklahoma's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $29,308 in 1989-90--$2,294 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Oklahoma's Comprehensive Two-Year colleges increased 4.6 percent; national and regional averages increased 6.6 percent. The average salary in Oklahoma ranked 7th among the 14 SREB states reporting Comprehensive Two-Year college data.

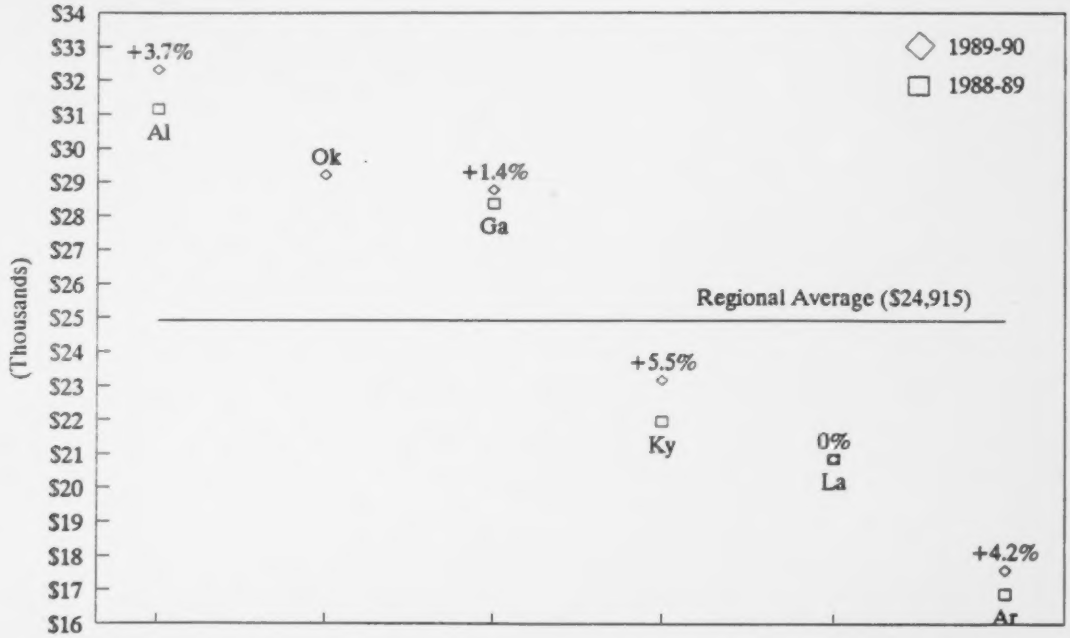
Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

* Oklahoma State University Technical Branch-Oklahoma City and Oklahoma State University Technical Branch-Okmulgee were classified as Comprehensive Two-Year institutions in 1988-89.

Postsecondary Vocational-Technical Institutions: *Institutions awarding vocational-technical certificates and diplomas, some vocational-technical associate degrees may also be awarded.*

Caddo-Kiowa Area Vocational-Technical School (Fort Cobb Campus)
Canadian Valley Area Vocational-Technical School (Chickasha Campus)
Canadian Valley Area Vocational-Technical School (El Reno Campus)
Central Oklahoma Area Vocational-Technical School (Drumright Campus)
Central Oklahoma Area Vocational-Technical School (Sapulpa Campus)
Eastern Ok. Co. Area Vocational-Technical School (Choctaw Campus)
Eastern Ok. Co. Area Vocational-Technical School (Choctaw Campus)
Francis Tuttle Area Vocational-Technical School (Ok. City Campus)
Gordon Cooper Area Vocational-Technical School (Shawnee Campus)
Great Plains Area Vocational-Technical School (Lawton Campus)
High Plains Area Vocational-Technical School (Woodward Campus)
Indian Capital Area Vocational-Technical School (Muskogee Campus)
Indian Capital Area Vocational-Technical School (Sallisaw Campus)
Indian Capital Area Vocational-Technical School (Stillwell Campus)
Indian Meridian Area Vocational-Technical School (Stillwater Campus)
Kiamichi Area Vocational-Technical School (Atoka Campus)
Kiamichi Area Vocational-Technical School (Hugo Campus)
Kiamichi Area Vocational-Technical School (Idabel Campus)
Kiamichi Area Vocational-Technical School (McAlester Campus)
Kiamichi Area Vocational-Technical School (Poteau Campus)
Kiamichi Area Vocational-Technical School (Talihina Campus)
Mid-America Area Vocational-Technical School (Wayne Campus)
Mid-Del Area Vocational-Technical School (Midwest City Campus)
Moore-Norman Area Vocational-Technical School (Norman Campus)
Northeast Oklahoma Area Vocational-Technical School (Afton Campus)
Northeast Oklahoma Area Vocational-Technical School (Pryor Campus)
Oklahoma City Area Vocational-Technical School (Adult Center Campus)
Oklahoma City Area Vocational-Technical School (Foster Estes Campus)
Oklahoma City Area Vocational-Technical School (Springlake Campus)
Oklahoma Northwest Area Vocational-Technical School (Alva Campus)
Oklahoma Northwest Area Vocational-Technical School (Fairview Campus)
Oklahoma State University Technical Branch-Oklahoma City *
Oklahoma State University Technical Branch-Okmulgee *
O.T. Autry Area Vocational-Technical School (Enid Campus)
Pioneer Area Vocational-Technical School (Ponca City Campus)
Red River Area Vocational-Technical School (Duncan Campus)
Southern Oklahoma Area Vocational-Technical School (Ardmore Campus)
Tri-County Area Vocational-Technical School (Bartlesville Campus)
Tulsa County Area Vocational-Technical School (Airpark Campus)
Tulsa County Area Vocational-Technical School (Memorial Campus)
Tulsa County Area Vocational-Technical School (Peoria Campus)
Tulsa County Area Vocational-Technical School (Southeast Campus)
Western Oklahoma Area Vocational-Technical School (Burns Flat Campus)

Average Full-Time Faculty Salaries
United States and SREB States
Postsecondary Vocational-Technical Institutions
1988-89 and 1989-90



The 1989-90 average salary for full-time faculty in Oklahoma's **Postsecondary Vocational-Technical institutions** averaged $29,220--$4,305 more than the SREB regional average of $24,915. Oklahoma ranked 2nd in 1989-90 among the 6 SREB states reporting full-time faculty salaries in postsecondary vocational-technical institutions.

Note: Oklahoma did not have an institution in this category for 1988-89.

* Oklahoma State University Technical Branch-Oklahoma City and Oklahoma State University Technical Branch-Okmulgee were classified as Comprehensive Two-Year institutions in 1988-89. Data for the other Oklahoma Postsecondary Vocational-Technical institutions were not available.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States.......	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	NA		NA
SREB States.........	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S....	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			NA		
Alabama..............	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas.............	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida................	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia................	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky.............	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana............	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland.............	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi..........	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina.....	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma...........	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina.....	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee............	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas..................	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia...............	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia.......	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB-State Data Exchange; American Association of University Professors.

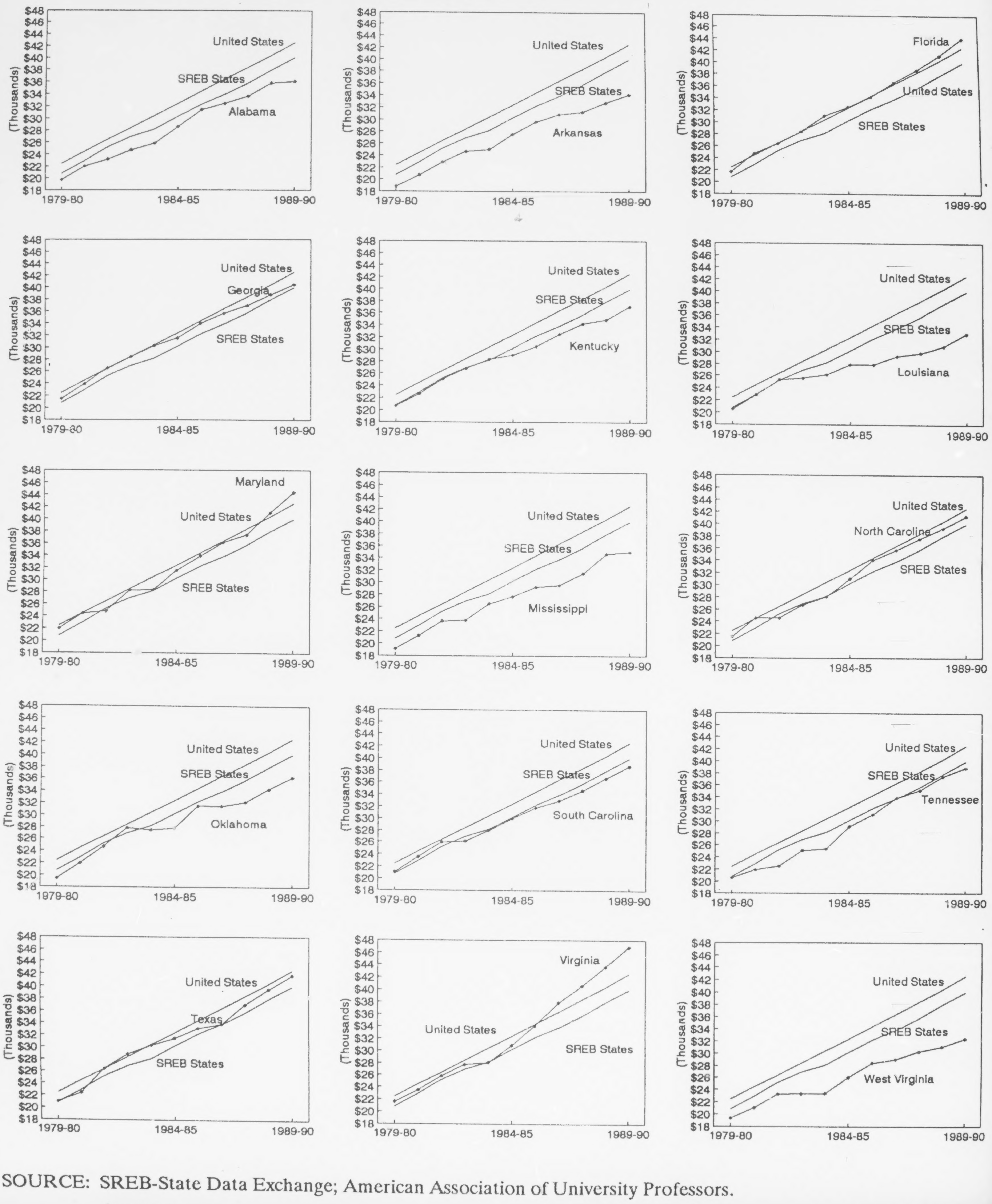
Summary of Institutions Reclassified
1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
Alabama A & M	Doctoral III	Master's I
Muscle Shoals Community College	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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SOUTH CAROLINA

Faculty Salary Comparisons To National and SREB Averages

1989-90

(Public Universities and Colleges)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange**, *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

SOUTH CAROLINA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in South Carolina and Changes Since 1988-89:

- **Doctoral I University ranked 7th of 14, up 8.5 percent.**
- **Doctoral II University ranked 5th of 10, up 3.4 percent.**
- **Doctoral III Universities ranked 8th of 10, up 5.7 percent.**
- **Master's II Universities ranked 6th of 15, up 5.4 percent.**
- **Baccalaureate Colleges ranked 7th of 10, up 9.1 percent.**
- **Comprehensive Two-Year Colleges ranked 11th of 14, up 7.7 percent.**

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

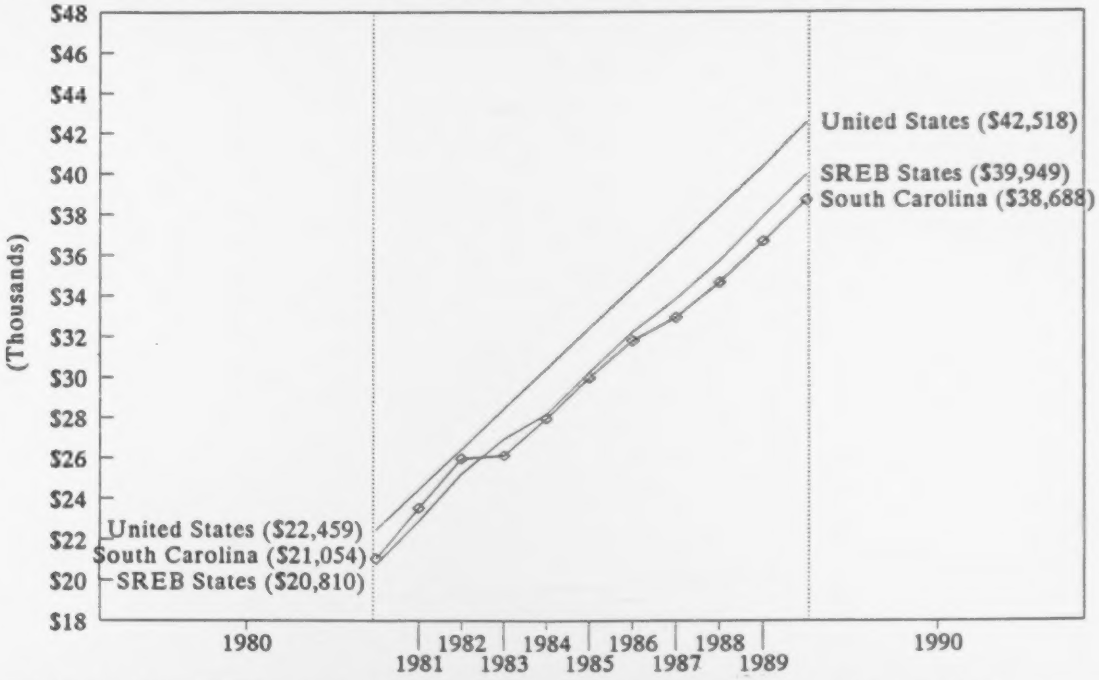
Salary averages from 1979-80 through 1989-90 for full-time faculty in South Carolina's public four-year colleges and universities are compared to national and regional averages. South Carolina's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, the University of South Carolina-Columbia is classified as a Doctoral I university as it awards at least 100 doctoral degrees in at least 10 program areas with no more than one-half of the degrees in any one area. Clemson University is classified as a Doctoral II university as it awards at least 30 doctoral degrees in at least 5 program areas.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in South Carolina's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in South Carolina's higher education institutions with four-year programs went up 84 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in South Carolina's public four-year universities and colleges stood at 101 percent of the regional average; by 1989-90 it had dropped to 97 percent of the regional average, and South Carolina ranked 8th among the 15 SREB states.



Of the 14 other SREB states, 8 had salaries increase at the same or a higher rate than South Carolina over the last 10 years. In 1989-90, full-time faculty in South Carolina's public four-year universities and colleges, on average, earned $38,688--$1,261 less than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $0.99 in South Carolina for every $1.00 increase in the regional average over the 1979-80 to 1989-90 period for South Carolina's salaries to equal the 1989-90 regional average. The average salary in South Carolina actually increased $0.92 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

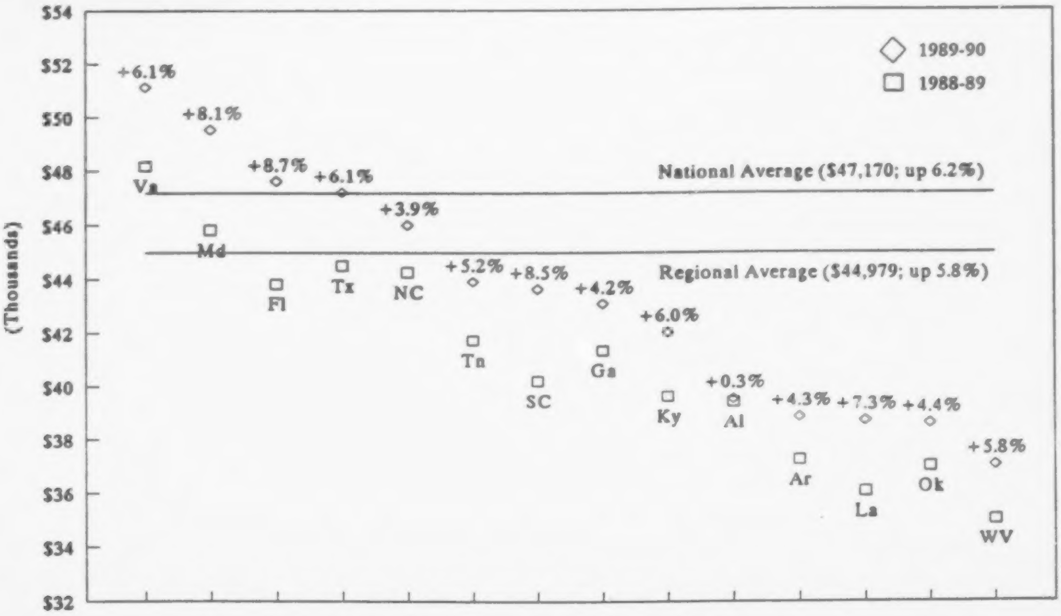
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in South Carolina is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

University of South Carolina-Columbia

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

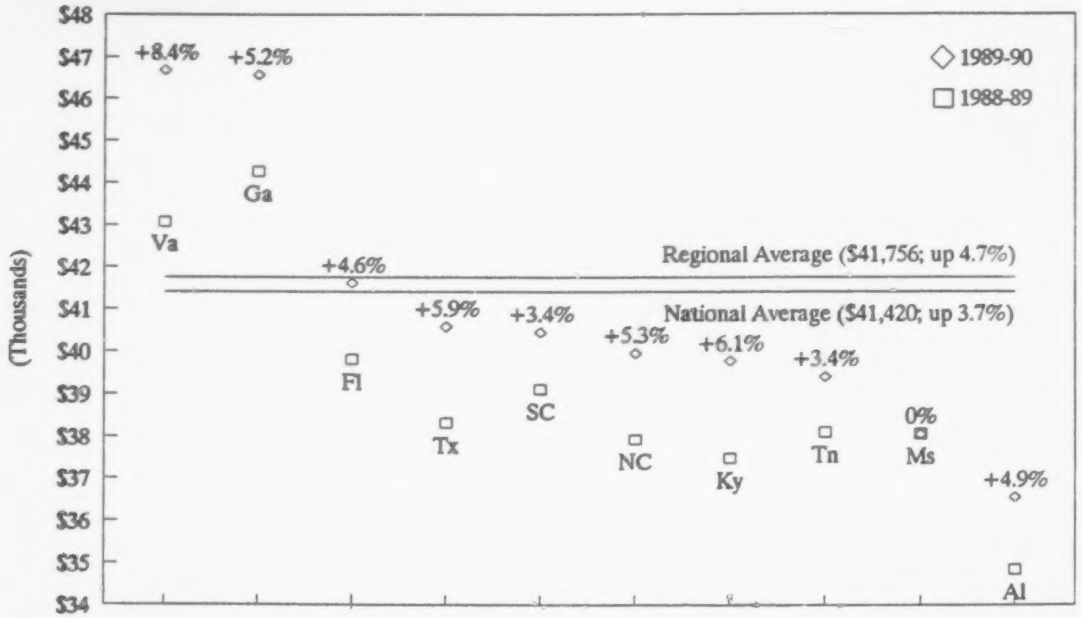


The average full-time faculty salary in South Carolina's **Doctoral I university** was $43,624 in 1989-90--$1,355 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in South Carolina's Doctoral I university increased 8.5 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. South Carolina's Doctoral I university ranks 7th among the 14 SREB states with this type of university.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

Clemson University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

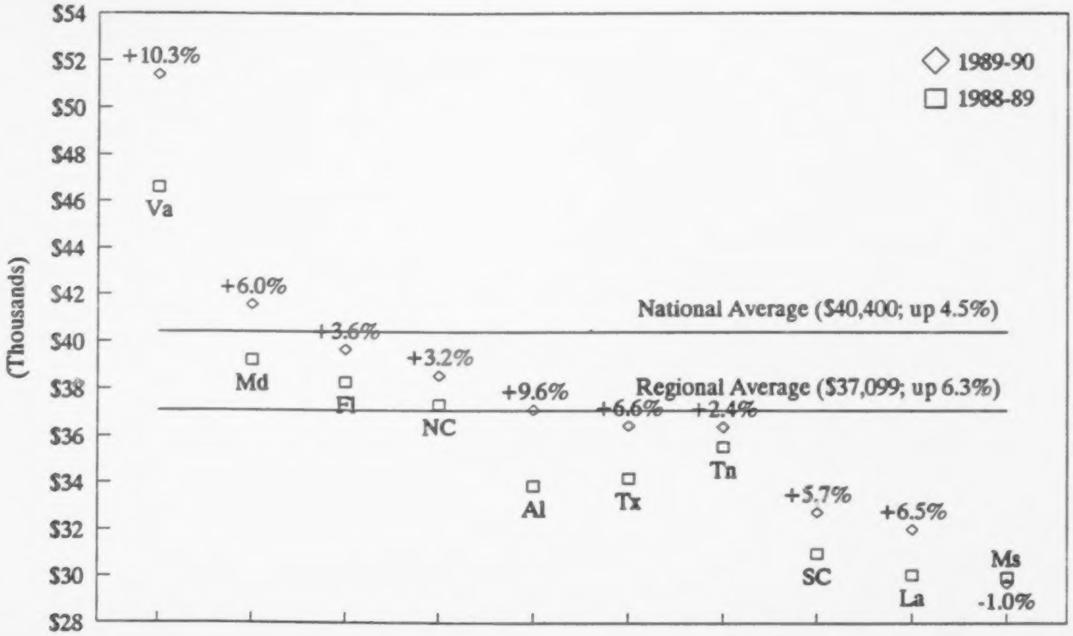


The average full-time faculty salary at South Carolina's **Doctoral II university** in 1989-90 was $40,452--$1,304 below the $41,756 regional average. The average salary at South Carolina's Doctoral II university increased 3.4 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. South Carolina's Doctoral II university ranked 5th among the 10 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

South Carolina State College

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90

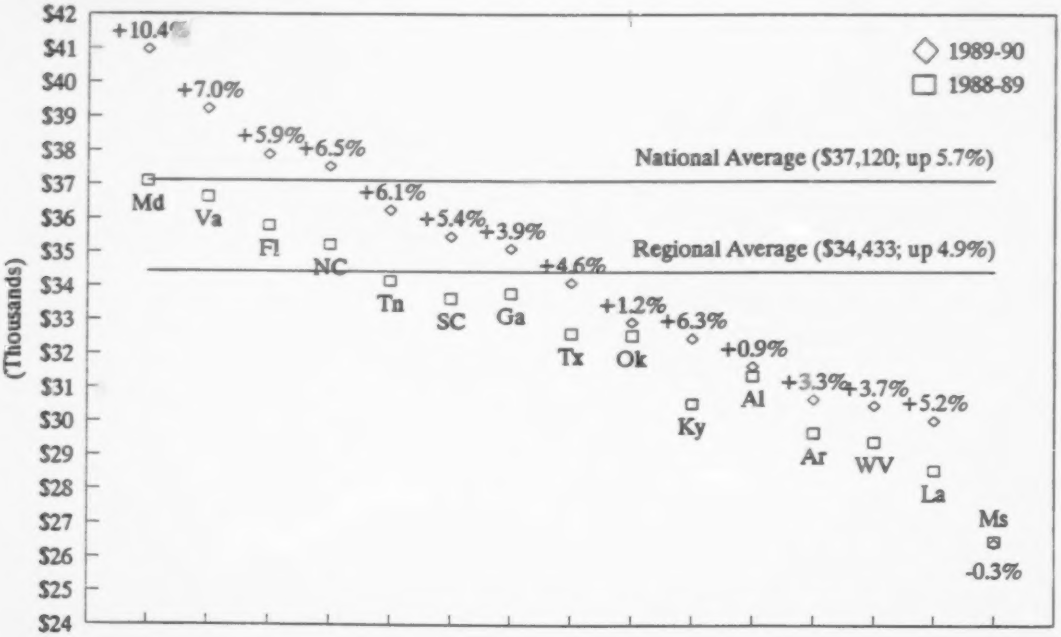


At the **Doctoral III university** in South Carolina, the average full-time instructional faculty salary was $32,755 in 1989-90--$4,344 below the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in South Carolina rose 5.7 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, South Carolina's average salary ranked 8th in 1989-90 and 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

The Citadel
College of Charleston
Francis Marion College
Lander College
Winthrop College

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

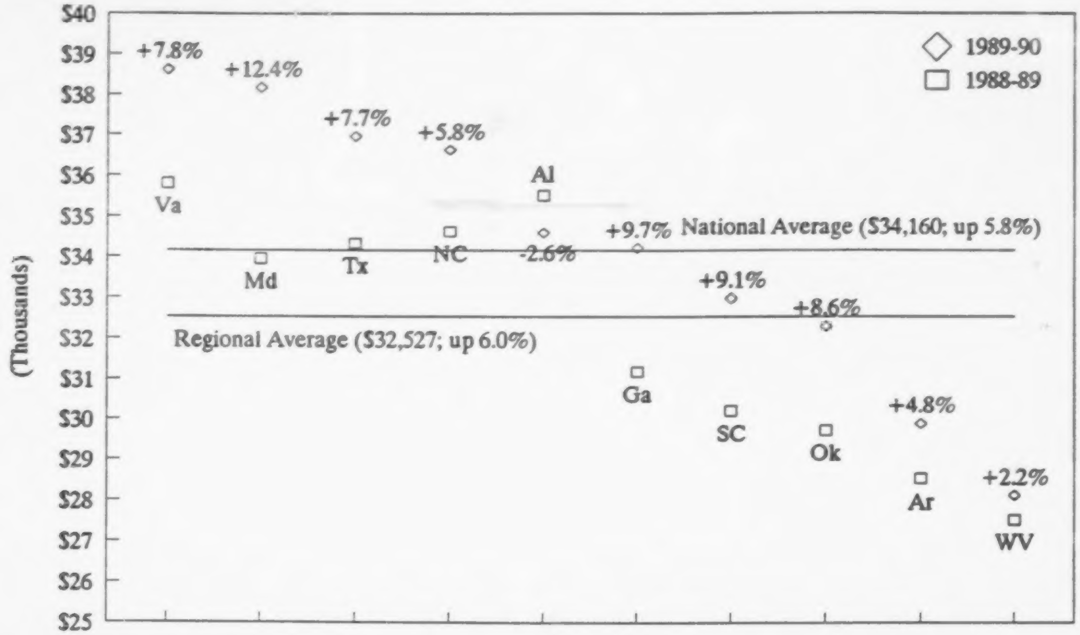


The average full-time faculty salary in 1989-90 at South Carolina's **Master's II universities** was $35,467--$1,034 more than the regional average of $34,433. The average salary in South Carolina's Master's II universities rose 5.4 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in South Carolina moved up one place (from 7th to 6th) among the 15 SREB states.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

University of South Carolina-Aiken
University of South Carolina-Coastal
University of South Carolina-Spartanburg

Average Full-Time Faculty Salaries United States and SREB States Baccalaureate Colleges and Universities 1988-89 and 1989-90

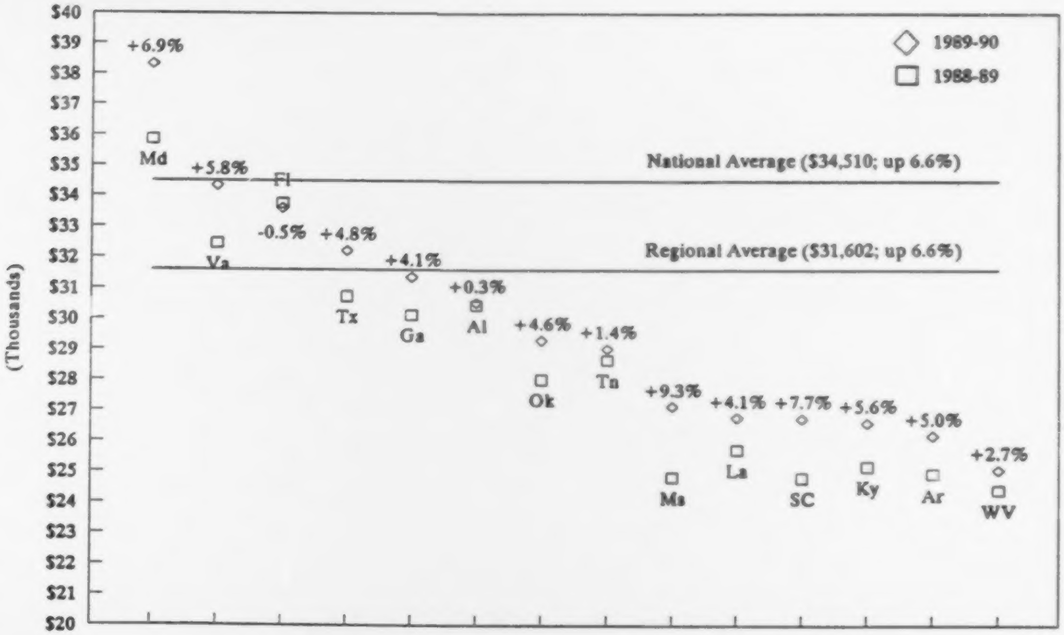


The average full-time faculty salary in South Carolina's **Baccalaureate colleges** was $32,978 in 1989-90--$451 more than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in South Carolina increased 9.1 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, South Carolina ranked 7th in both 1988-89 and 1989-90.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Aiken Technical College
Chesterfield-Marlboro Technical College
Denmark Technical College
Florence/Darlington Technical College
Greenville Technical College
Horry/Georgetown Technical College
Midlands Technical College
Orangeburg/Calhoun Technical College
Piedmont Technical College
Spartanburg Technical College
Sumter Technical College
Technical College of the Low Country
Trident Technical College
Tri-County Technical College
University of South Carolina-Beaufort
University of South Carolina-Lancaster
University of South Carolina-Salkehatchie
University of South Carolina-Sumter
University of South Carolina-Union
Williamsburg Technical College
York Technical College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In South Carolina's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $26,724 in 1989-90--$4,878 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in South Carolina's Comprehensive Two-Year colleges increased 7.7 percent; national and regional averages increased 6.6 percent. The average salary in South Carolina ranked 11th among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	NA		NA
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			NA		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
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Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB-State Data Exchange; American Association of University Professors.

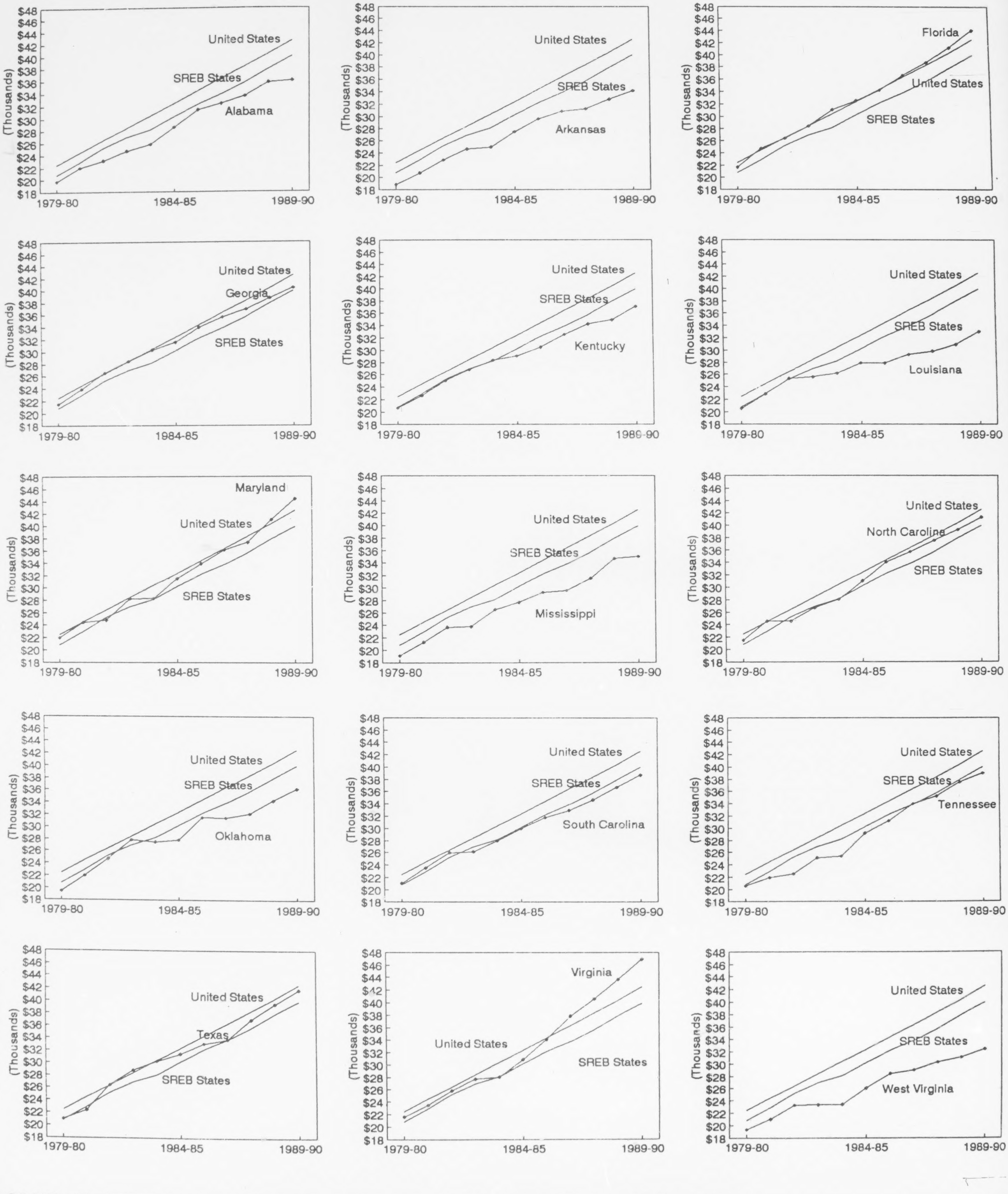
Summary of Institutions Reclassified 1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
Alabama A & M	Doctoral III	Master's I
Muscle Shoals Community College	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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TENNESSEE

Faculty Salary Comparisons
To National and SREB Averages
1989-90

(Public Universities and Colleges)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

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For further information about this report or the **SREB-State Data Exchange**, *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

TENNESSEE HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Tennessee and Changes Since 1988-89:

- **Doctoral I University ranked 6th of 14, up 5.2 percent.**
- **Doctoral II Universities ranked 8th of 10, up 3.4 percent.**
- **Doctoral III Universities ranked 7th of 10, up 2.4 percent.**
- **Master's II Universities ranked 5th of 15, up 6.1 percent.**
- **Comprehensive Two-Year Colleges ranked 8th of 14, up 1.4 percent.**

Note: 1989-90 data for Postsecondary Vocational-Technical Institutions in Tennessee were not available.

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

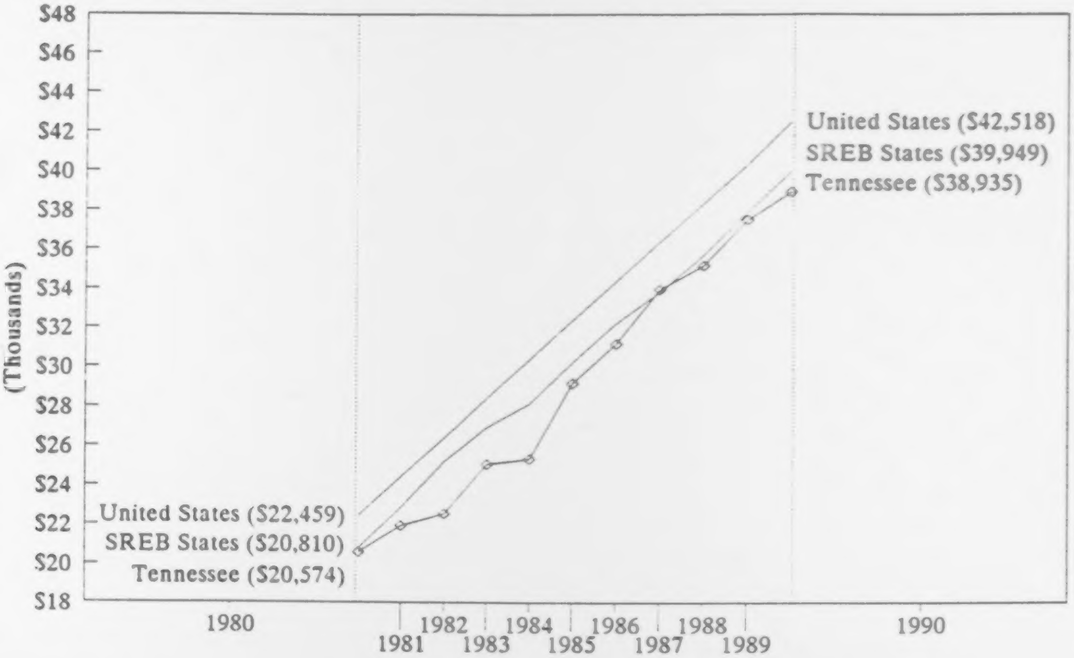
Salary averages from 1979-80 through 1989-90 for full-time faculty in Tennessee's public four-year colleges and universities are compared to national and regional averages. Tennessee's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, the University of Tennessee-Knoxville is classified as a Doctoral I university as it awards at least 100 doctoral degrees in at least 10 program areas with no more than one-half of the degrees in any one area. Memphis State University is classified as a Doctoral II university as it awards at least 30 doctoral degrees in at least 5 program areas.

Included with this report are pages giving an overview of the 10-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Tennessee's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Tennessee's higher education institutions with four-year programs went up 89.2 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Tennessee's public four-year universities and colleges stood at 99 percent of the regional average; by 1989-90 it had dropped to 97 percent of the regional average, and Tennessee ranked 7th among the 15 SREB states.



Of the 14 other SREB states, 5 had salaries increase at the same or a higher rate than Tennessee over the last 10 years. In 1989-90, full-time faculty in Tennessee's public four-year universities and colleges, on average, earned $38,935--$1,014 less than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.01 in Tennessee for every $1.00 increase in the regional average over the 1979-80 to 1989-90 period for Tennessee's salaries to equal the 1989-90 regional average. The average salary in Tennessee actually increased $0.96 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

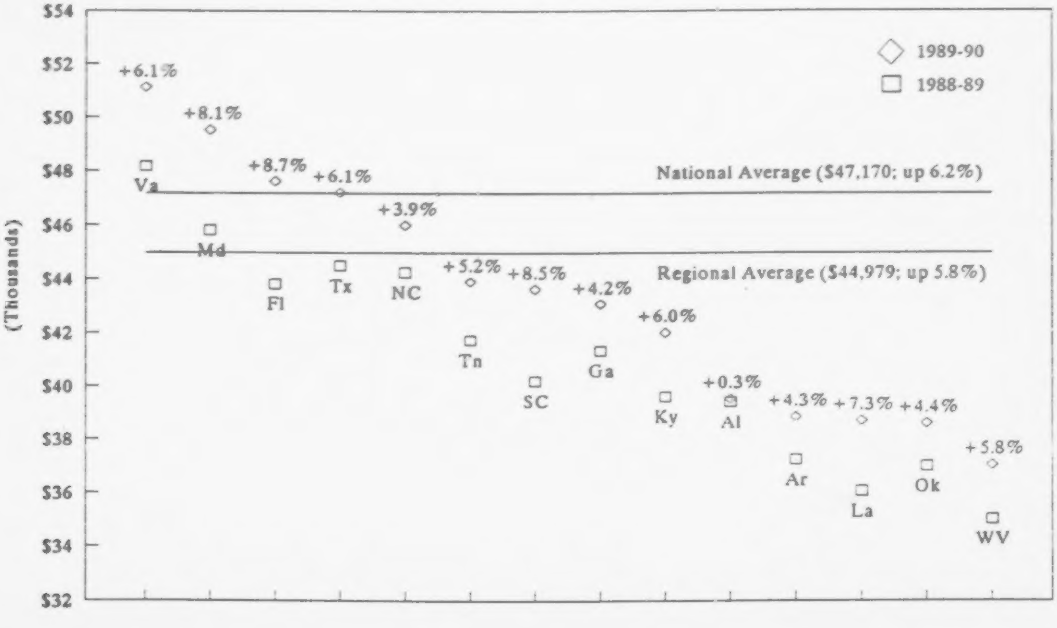
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Tennessee is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

University of Tennessee-Knoxville

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

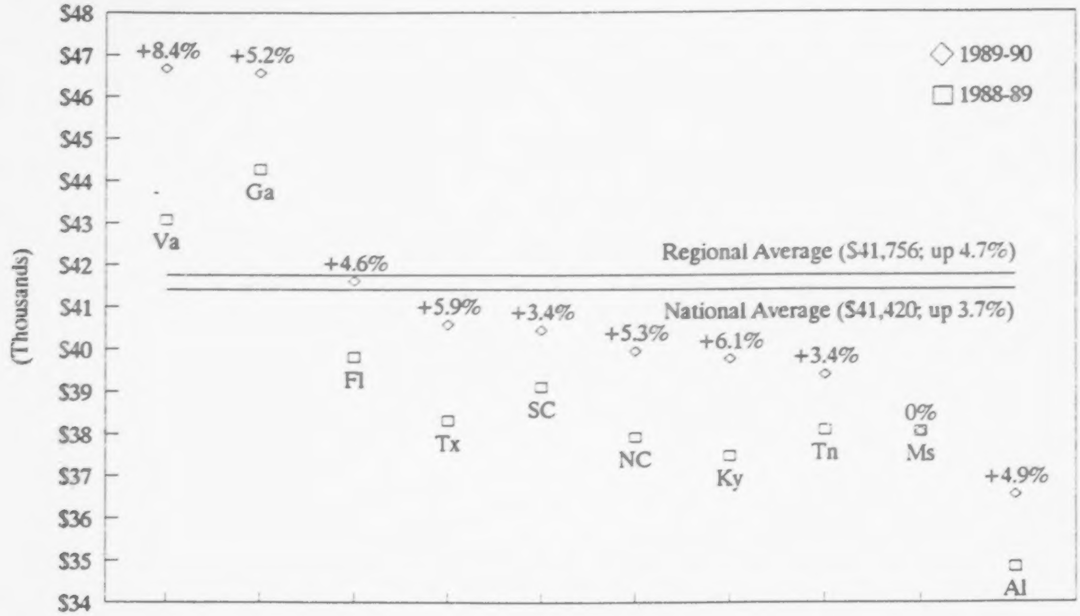


The average full-time faculty salary in Tennessee's **Doctoral I university** was $43,910 in 1989-90--$1,069 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Tennessee's Doctoral I university increased 5.2 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Tennessee's Doctoral I university continues to rank 6th among the 14 SREB states with this type of university.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

Memphis State University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

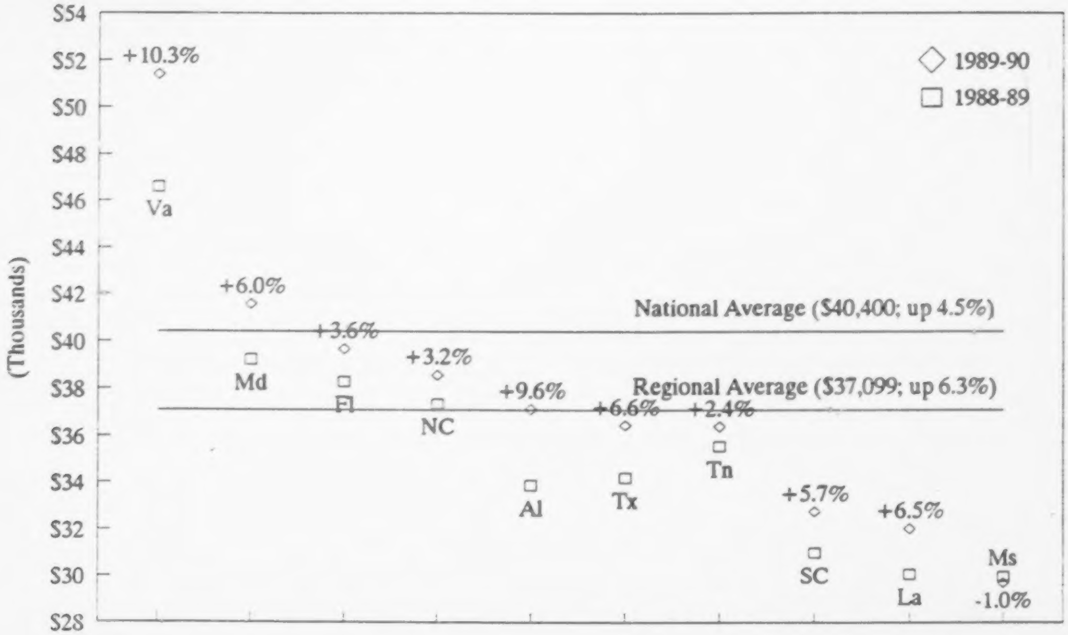


The average full-time faculty salary at Tennessee's **Doctoral II university** in 1989-90 was $39,400--$2,356 below the $41,756 regional average. The average salary at Tennessee's Doctoral II university increased 3.4 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. Tennessee's Doctoral II university ranked 8th among the 10 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

East Tennessee State University
Middle Tennessee State University
Tennessee State University
Tennessee Technological University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90

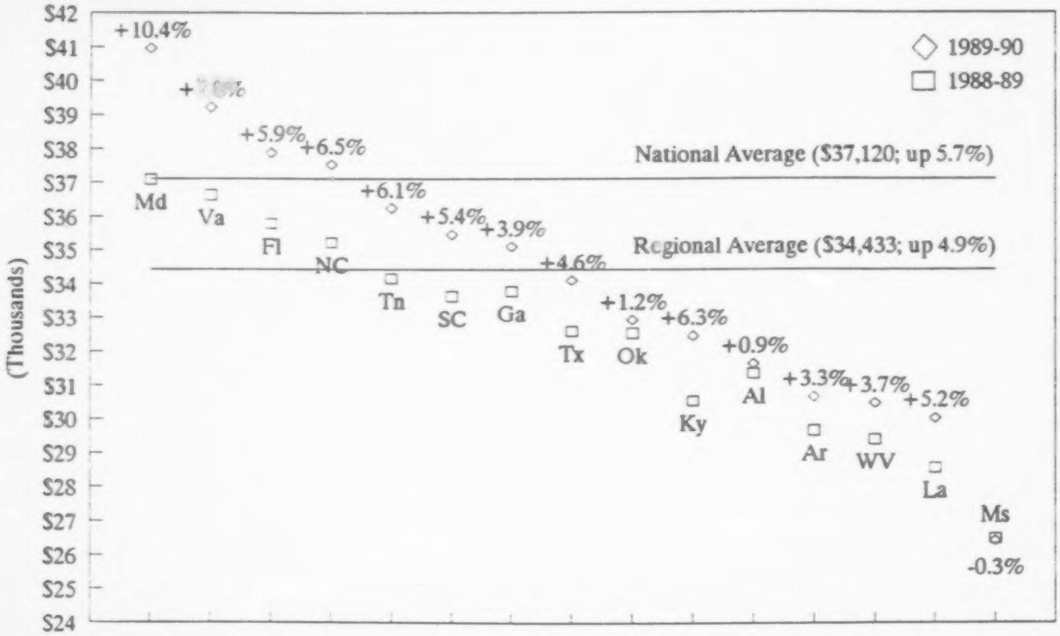


At the **Doctoral III universities** in Tennessee, the average full-time instructional faculty salary was $36,391 in 1989-90--$708 below the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in Tennessee rose 2.4 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, Tennessee's average salary ranked 7th in 1989-90, down from 5th in 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Austin Peay State University
University of Tennessee-Chattanooga
University of Tennessee-Martin

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

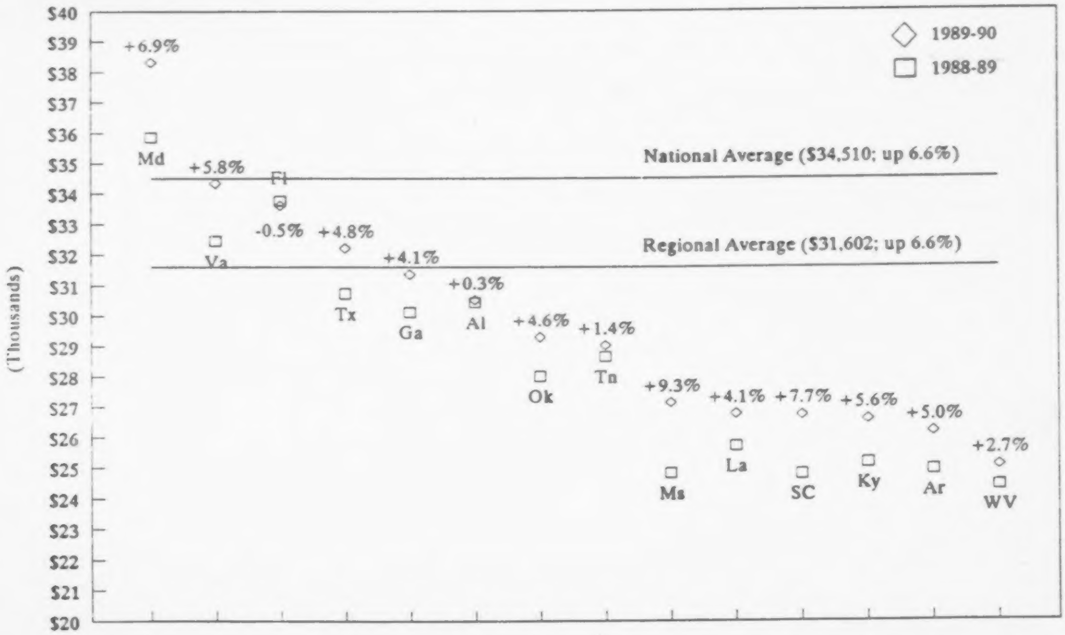


The average full-time faculty salary in 1989-90 at Tennessee's **Master's II universities** was $36,242--$1,809 more than the regional average of $34,433. The average salary in Tennessee's Master's II universities rose 6.1 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Tennessee remained in 5th place among the 15 SREB states.

__Comprehensive Two-Year Colleges__: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Chattanooga State Technical Community College
Cleveland State Community College
Columbia State Community College
Dyersburg State Community College
Jackson State Community College
Motlow State Community College
Nashville State Technical Institute
Pellissippi State Technical Community College
Roane State Community College
Shelby State Community College
State Technical Institute at Memphis
Tri-Cities State Technical Institute
Volunteer State Community College
Walters State Community College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In Tennessee's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $29,038 in 1989-90--$2,564 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Tennessee's Comprehensive Two-Year colleges increased 1.4 percent; national and regional averages increased 6.6 percent. The average salary in Tennessee ranked 8th among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	NA		NA
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			NA		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"--" indicates that there is no institution of that type in the state.
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SOURCE: SREB-State Data Exchange; American Association of University Professors.

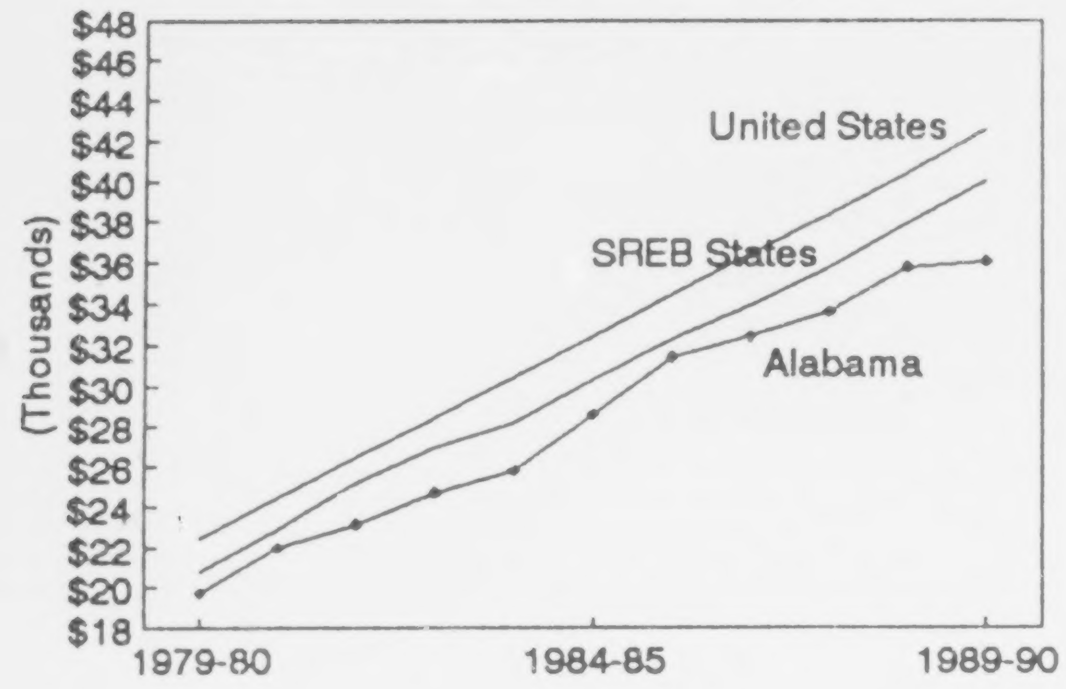
Summary of Institutions Reclassified
1988-89 to 1989-90

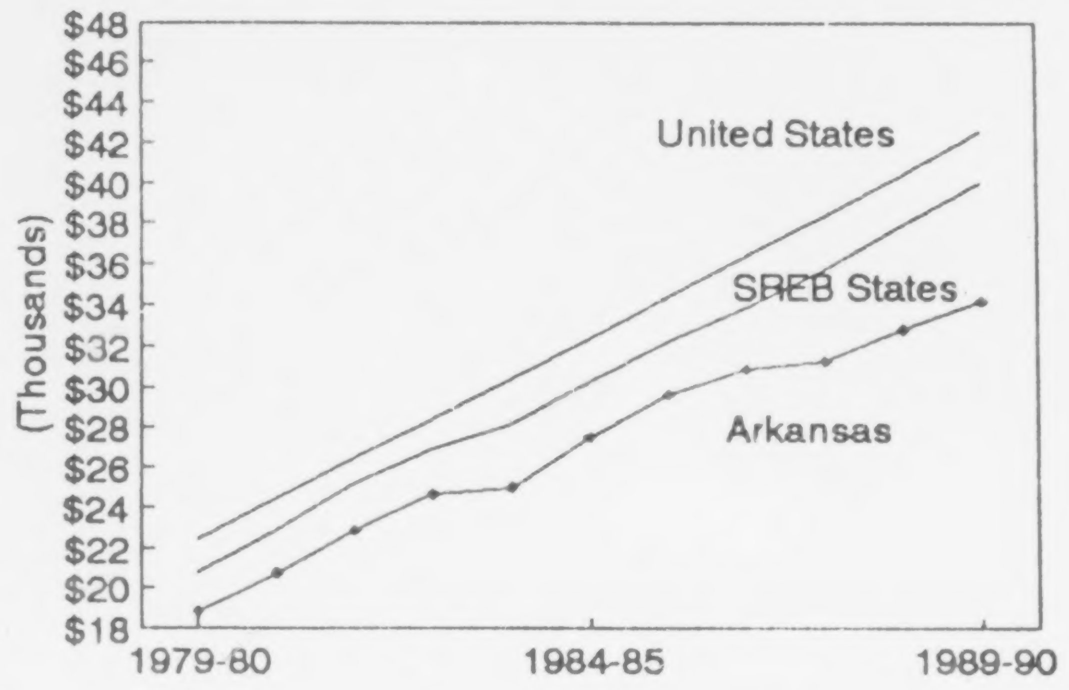
Institution	1988-89 Category	1989-90 Category
Alabama A & M	Doctoral III	Master's I
Muscle Shoals Community College	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

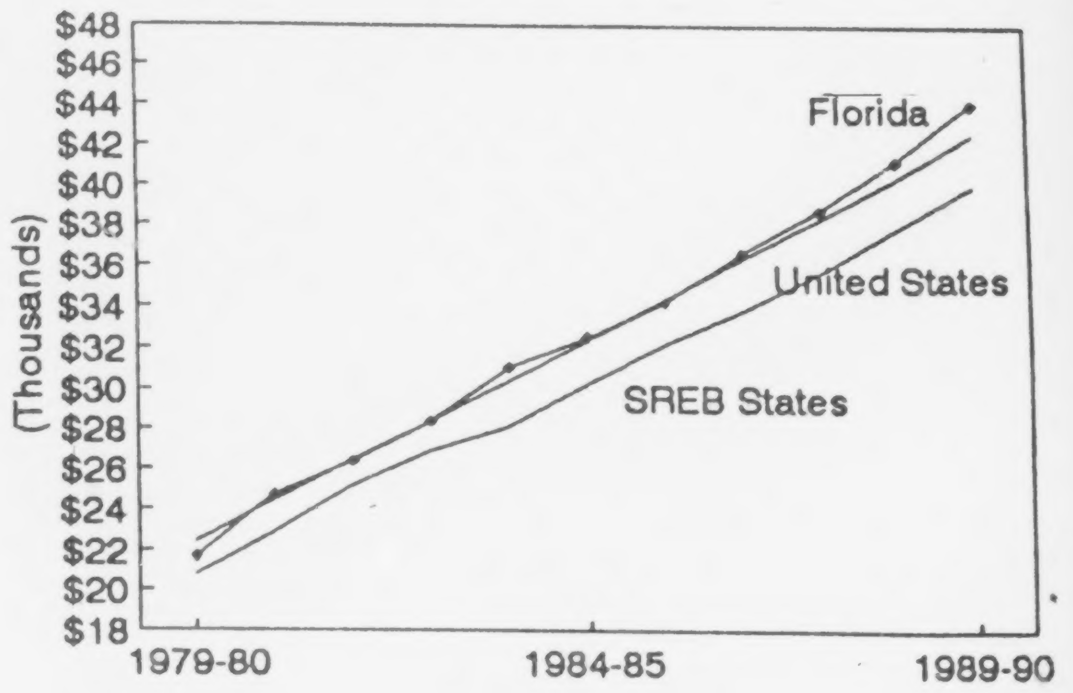
Trends in Faculty Salary Averages

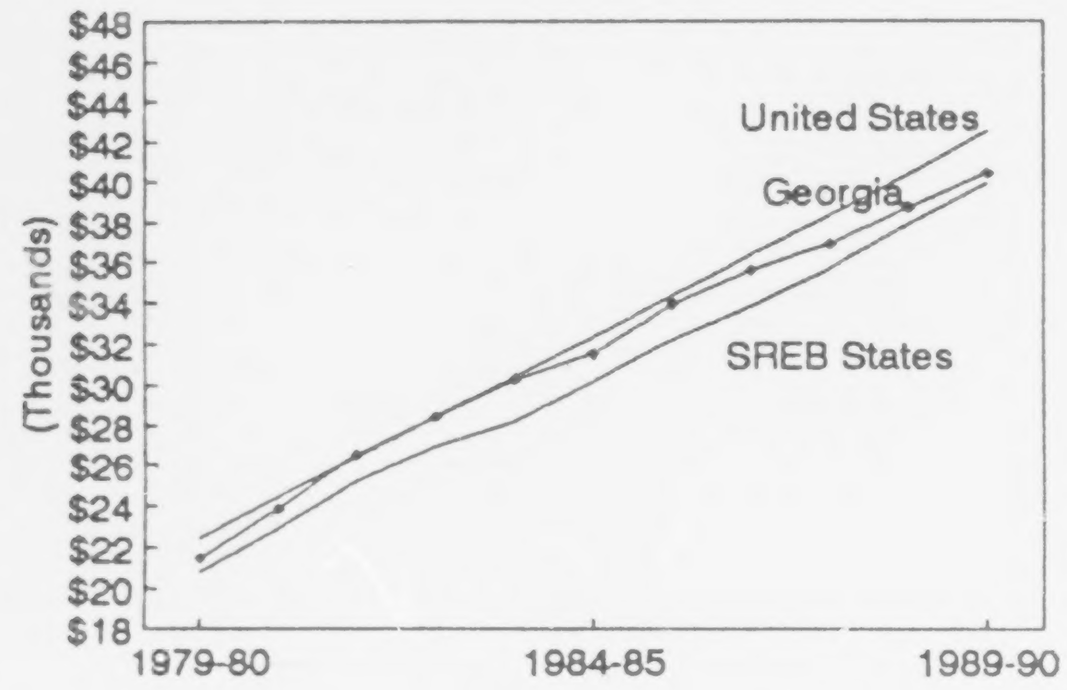
Public Four-Year Colleges and Universities

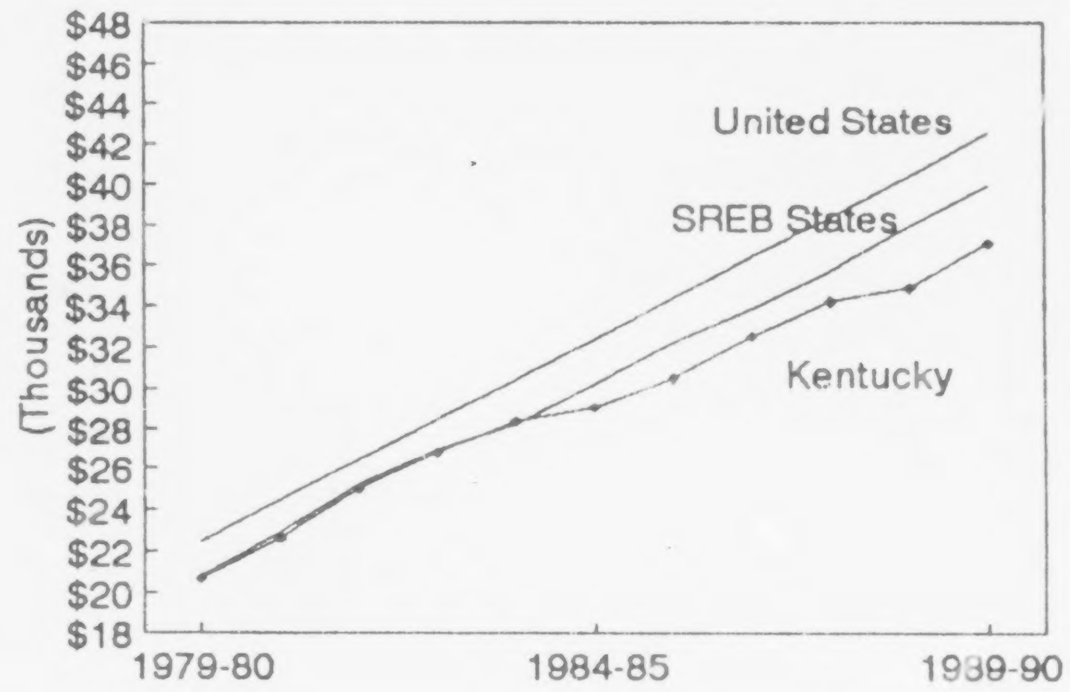
1979-80 to 1989-90

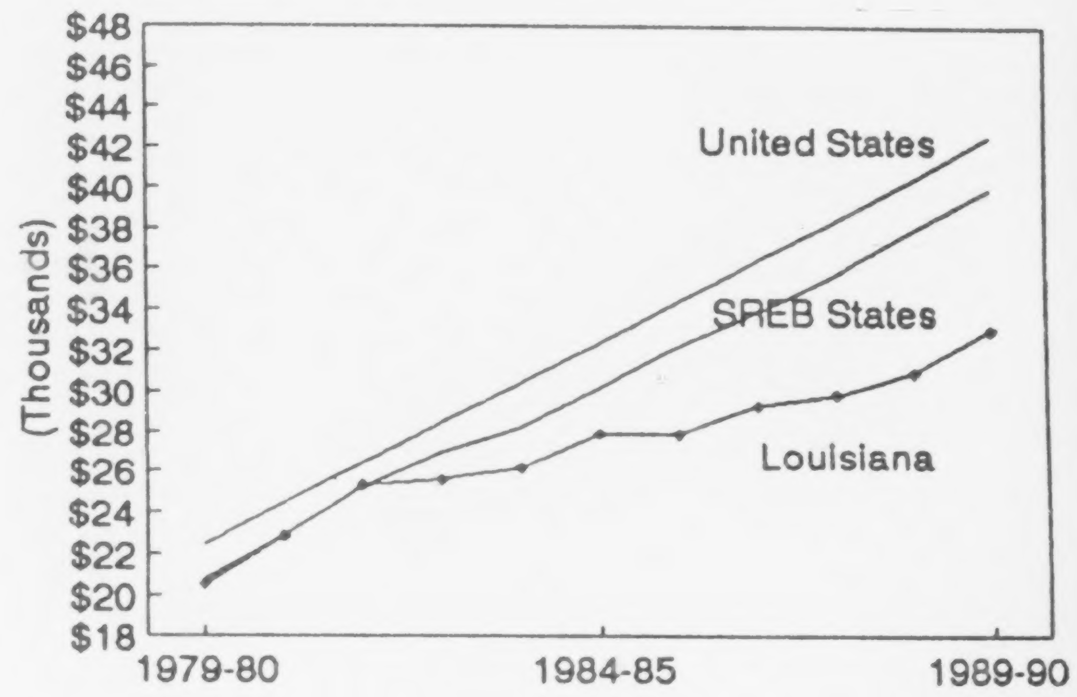


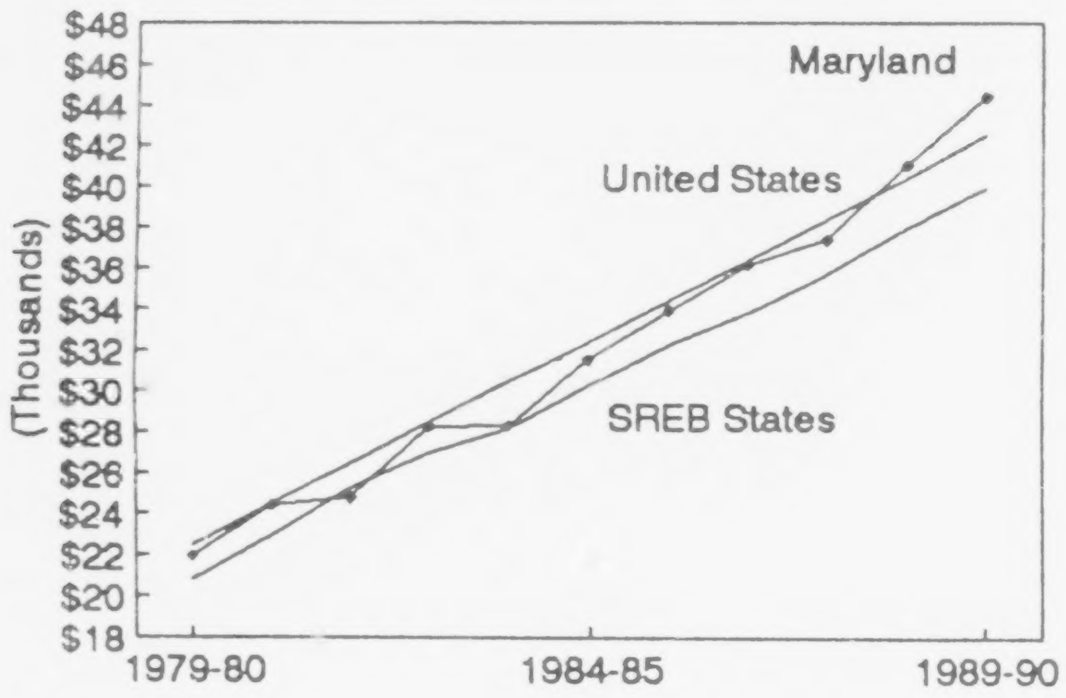


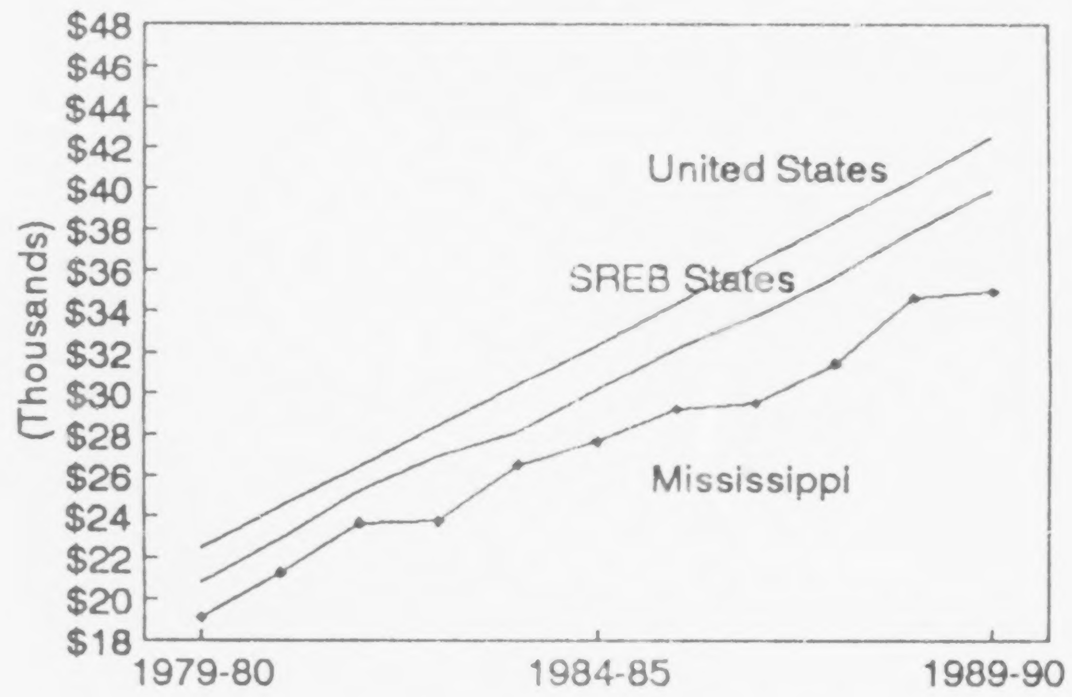


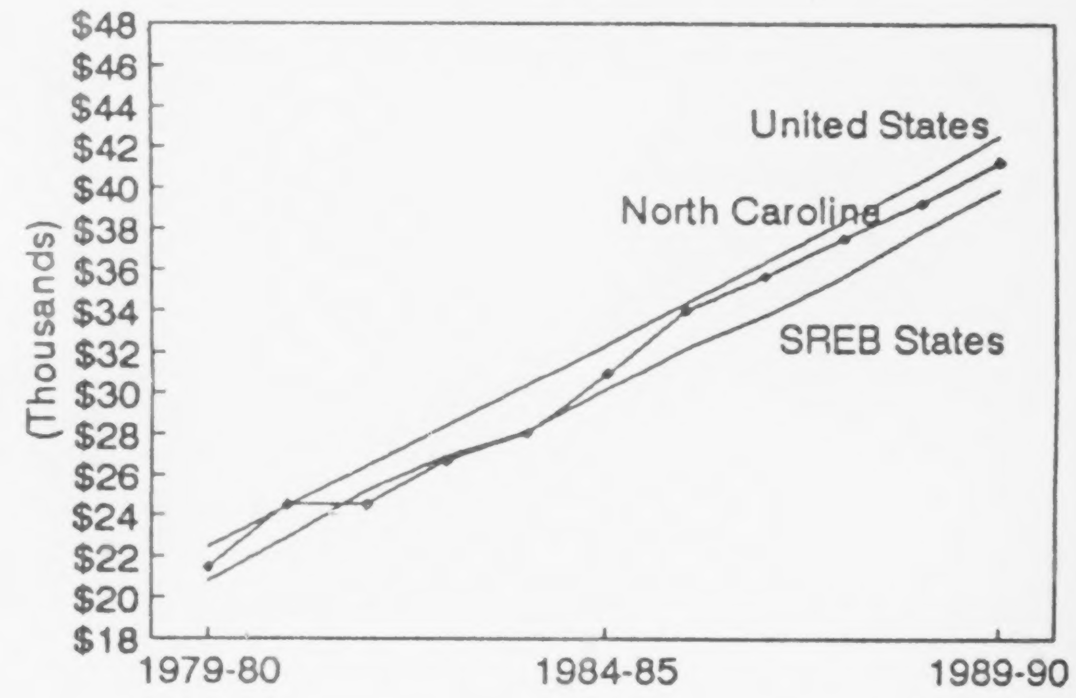


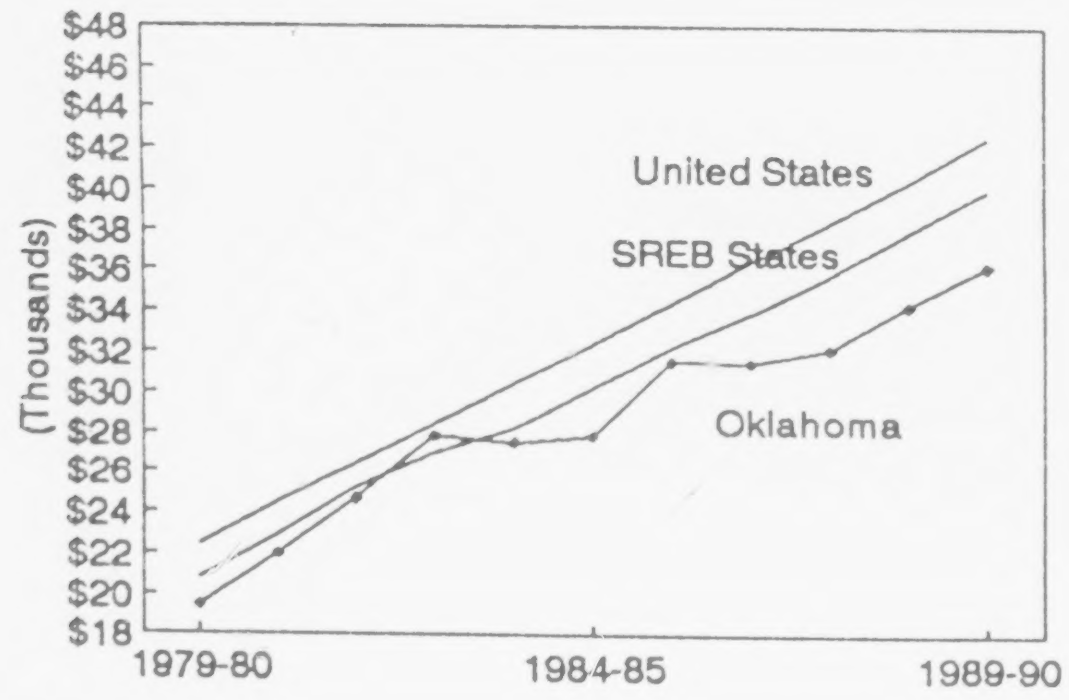


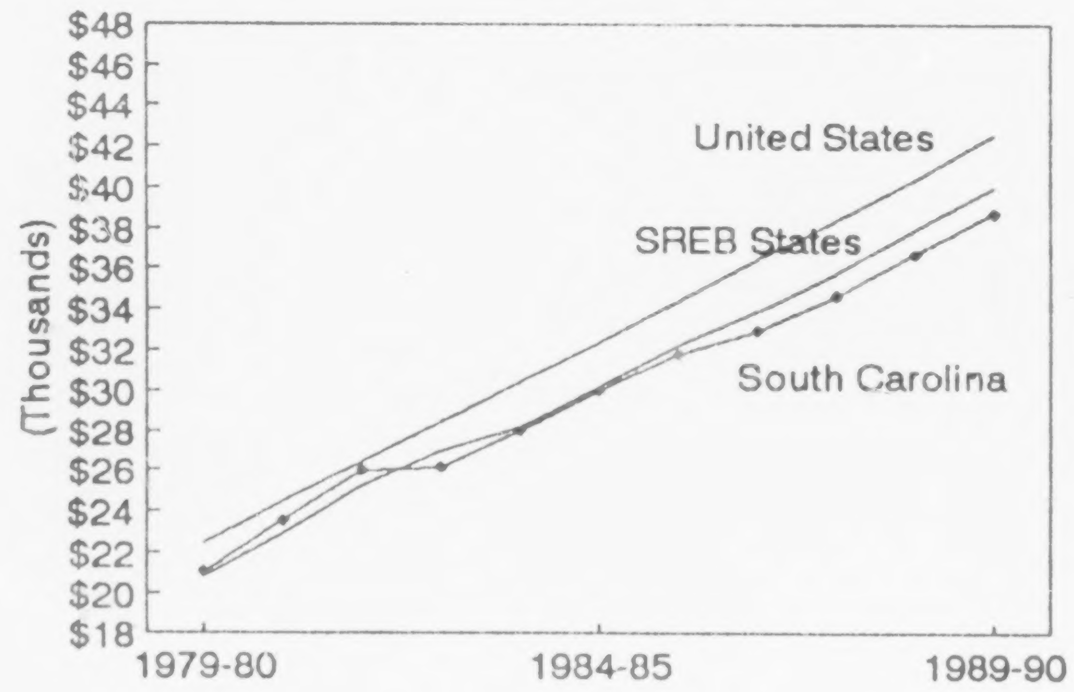


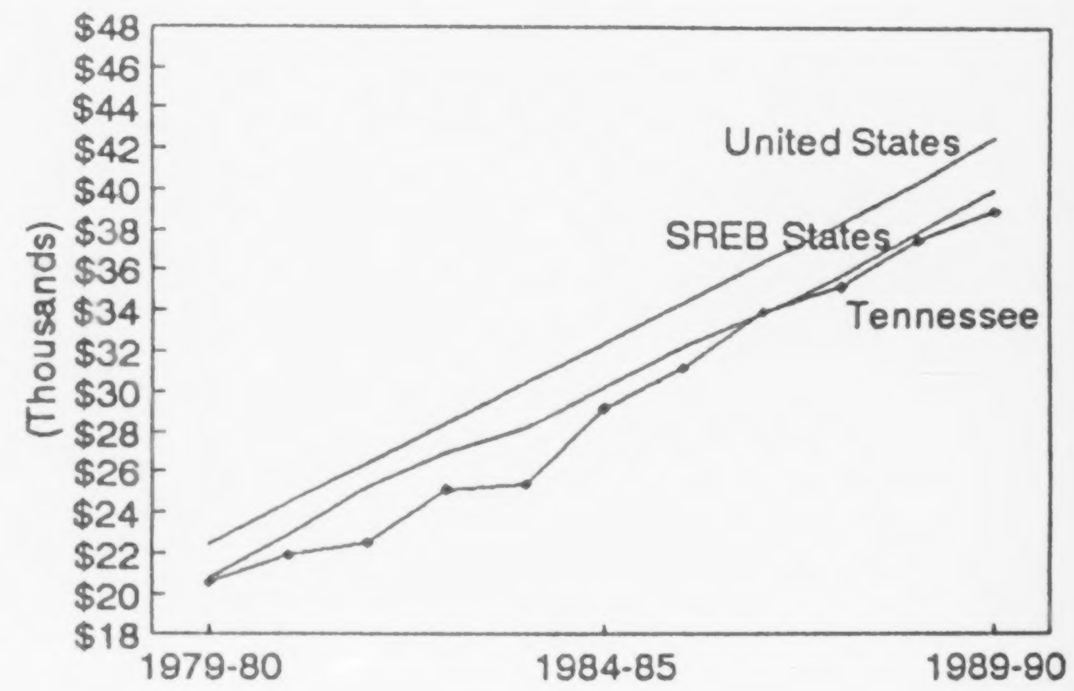


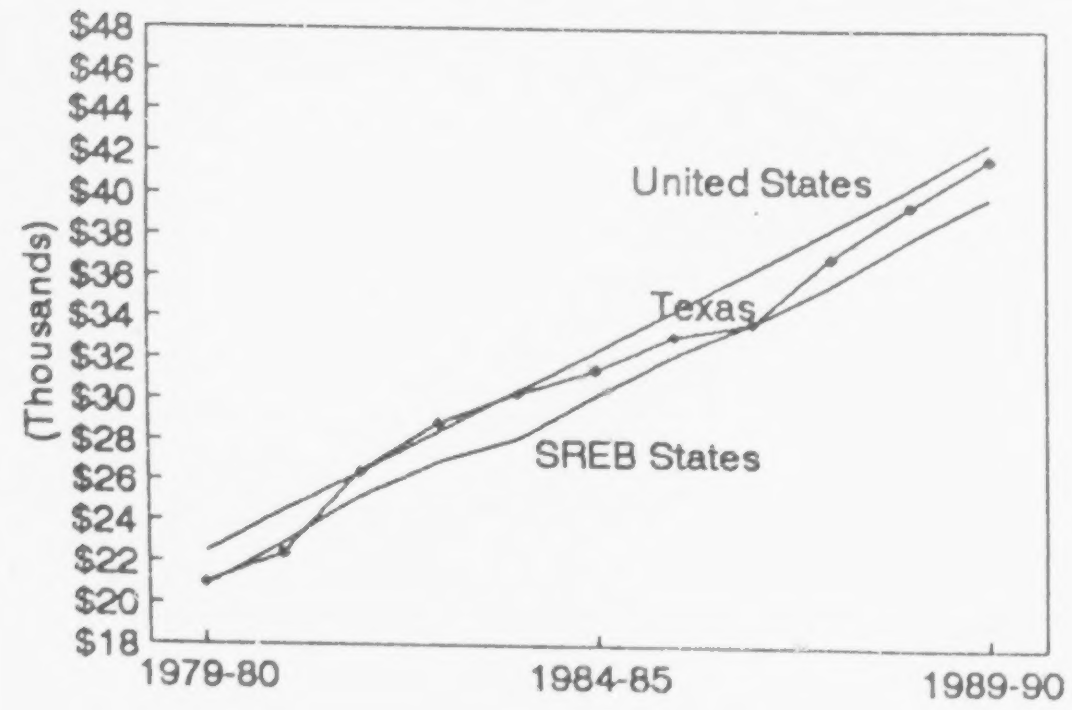


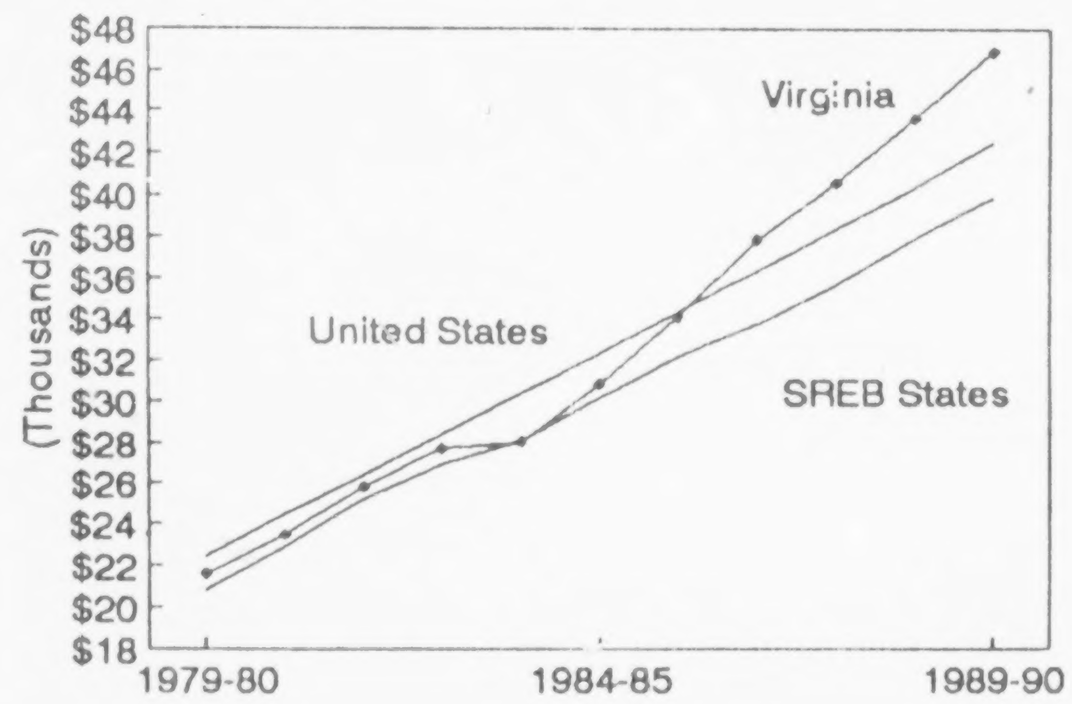


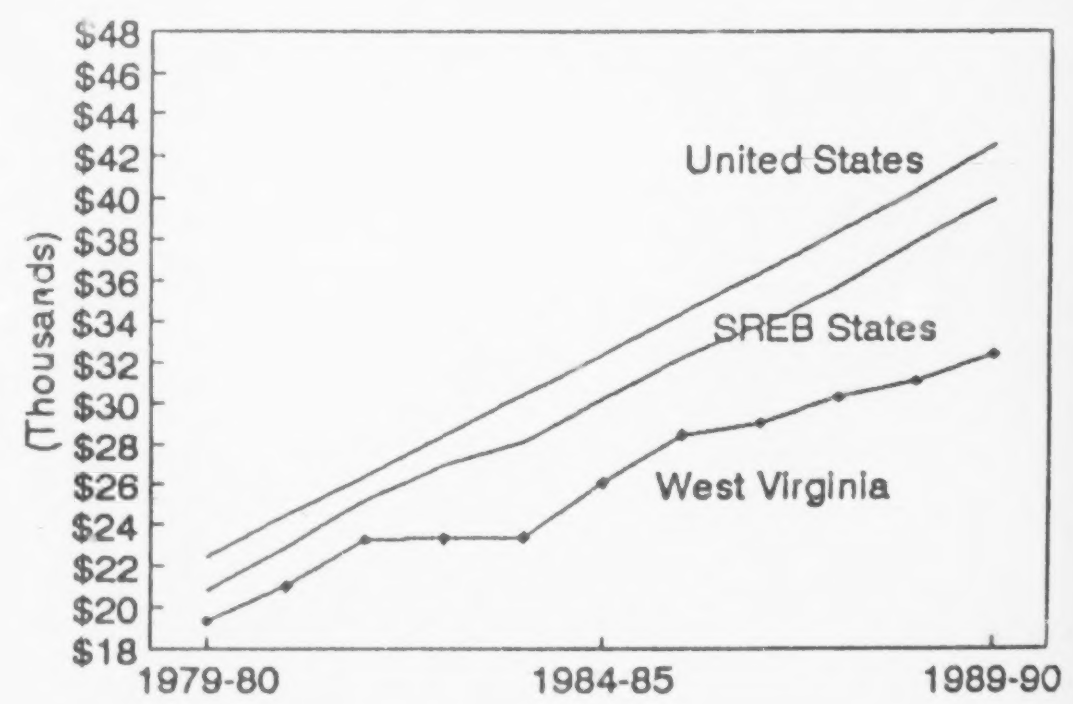












SOURCE: SREB-State Data Exchange; American Association of University Professors.

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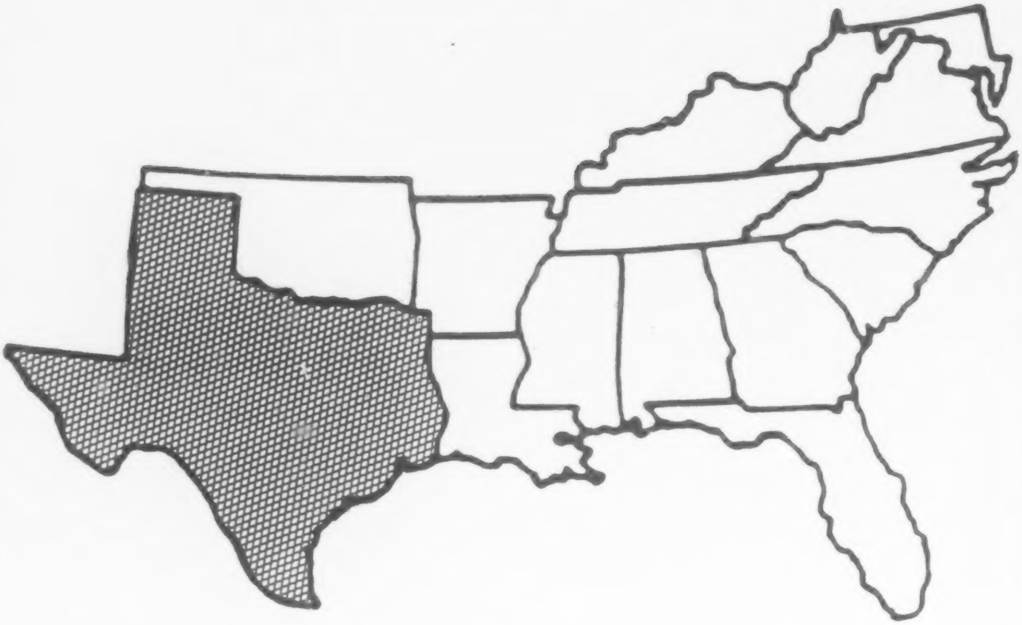
TEXAS

Faculty Salary Comparisons To National and SREB Averages

1989-90

(Public Universities and Colleges)



SOUTHERN REGIONAL EDUCATION BOARD
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Atlanta, Georgia 30318-5790
(404) 875-9211

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TEXAS HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Texas and Changes Since 1988-89:

- **Doctoral I Universities ranked 4th of 14, up 6.1 percent.**
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- **Doctoral III Universities ranked 6th of 10, up 6.6 percent.**
- **Master's I Universities ranked 6th of 10, up 4.9 percent.**
- **Master's II Universities ranked 8th of 15, up 4.6 percent.**
- **Baccalaureate Colleges ranked 3rd of 10, up 7.7 percent.**
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Note: 1989-90 data for Postsecondary Vocational-Technical Institutions in Texas were not available.

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

Salary averages from 1979-80 through 1989-90 for full-time faculty in Texas' public four-year colleges and universities are compared to national and regional averages. Texas' 1989-90 ranking in each category of university or college is also shown.

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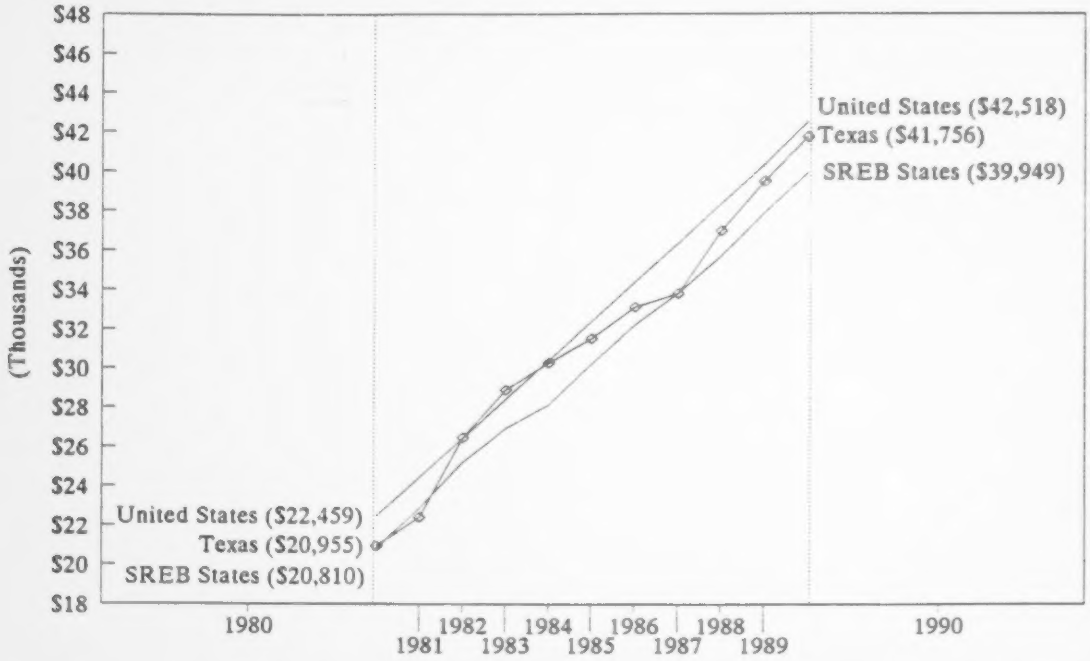
1979-80 to 1989-90

The average faculty salary in Texas' public four-year universities and colleges (taken as a group) gained ground on the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Texas' higher education institutions with four-year programs went up 99 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Texas' public four-year universities and colleges stood at 101 percent of the regional average; by 1989-90 it had grown to 105 percent of the regional average, and Texas ranked 4th among the 15 SREB states.



Of the 14 other SREB states, 3 had salaries increase at the same or a higher rate than Texas over the last 10 years. In 1989-90, full-time faculty in Texas' public four-year universities and colleges, on average, earned $41,756--$1,807 more than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. The average salary in Texas actually increased $1.09 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

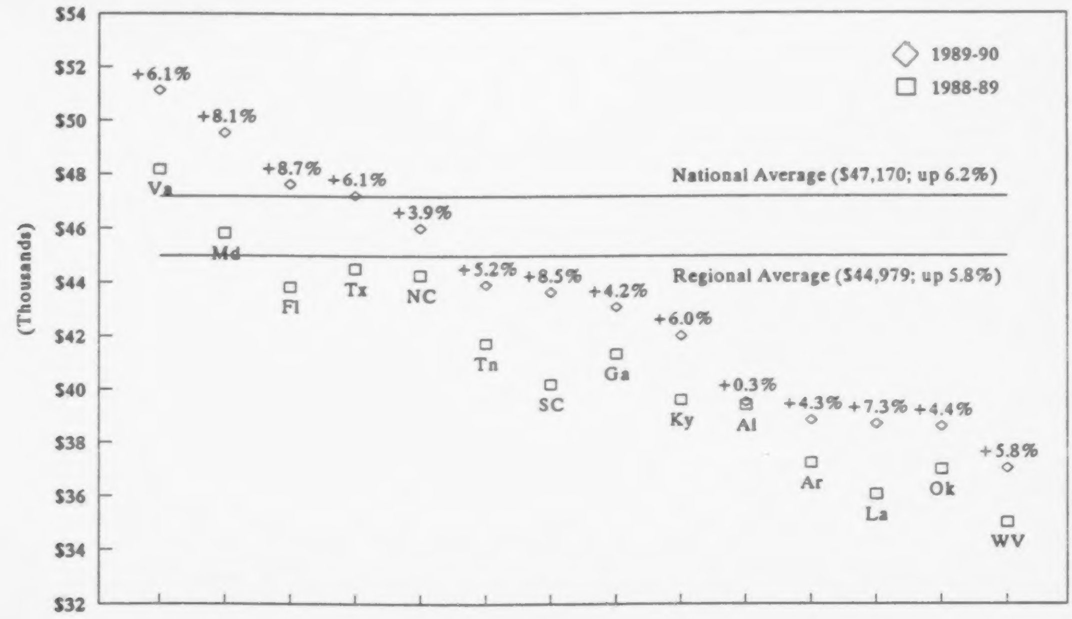
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Texas is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

Texas Agricultural & Mechanical University
Texas Technical University
The University of Texas at Austin
University of Houston-University Park
University of North Texas *

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90



The average full-time faculty salary in Texas' **Doctoral I universities** was $47,211 in 1989-90--$2,232 above the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Texas' Doctoral I universities increased 6.1 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Texas' Doctoral I universities rank 4th among the 14 SREB states with this type of university.

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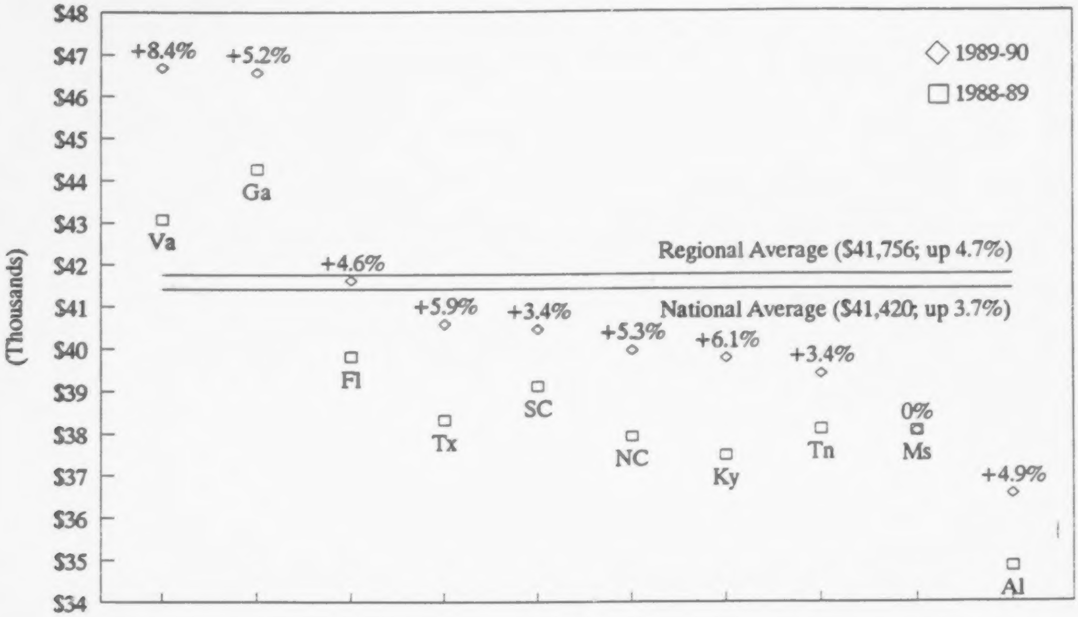
* This institution meets the criteria for Doctoral II as it awarded fewer than 100 doctoral degrees in the most recent classification year. It is included in this category due to special circumstances at the request of the Texas Higher Education Coordinating Board.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

Texas Woman's University
The University of Texas at Arlington
The University of Texas at Dallas

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

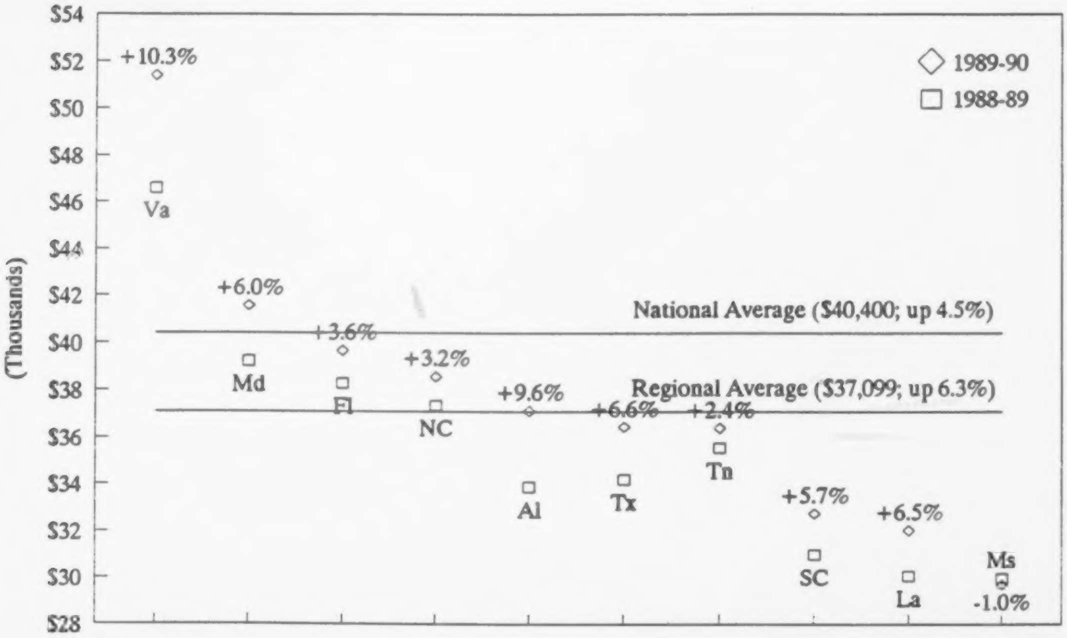


The average full-time faculty salary at Texas' **Doctoral II universities** in 1989-90 was $40,580--$1,176 below the $41,756 regional average. The average salary at Texas' Doctoral II universities increased 5.9 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. Texas' Doctoral II universities ranked 4th among the 10 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

East Texas State University
Sam Houston State University
Stephen F. Austin State University *
Texas A & I University
Texas Southern University
The University of Texas at El Paso *

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90



At the **Doctoral III universities** in Texas, the average full-time instructional faculty salary was $36,456 in 1989-90--$643 below the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in Texas rose 6.6 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, Texas' average salary ranked 6th in 1989-90 and 1988-89.

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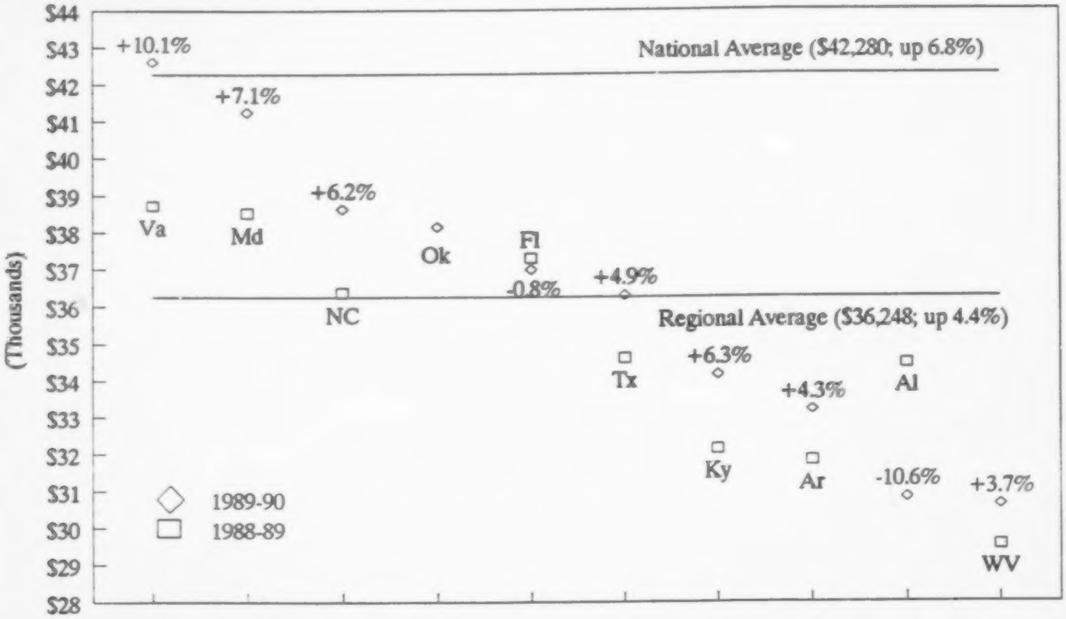
* Stephen F. Austin State University and the University of Texas-El Paso were classified as Master's I institutions in 1988-89.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

Lamar University *
Prairie View Agricultural & Mechanical University
Southwest Texas State University
The University of Texas at San Antonio
The University of Texas at Tyler
University of Houston-Clear Lake
West Texas State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



In 1989-90, the average full-time faculty salary at Texas' **Master's I universities** was $36,301--$53 above the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in Texas grew 4.9 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in Texas' Master's I universities fell from 5th to 6th place among the 10 SREB states having this type of institution.

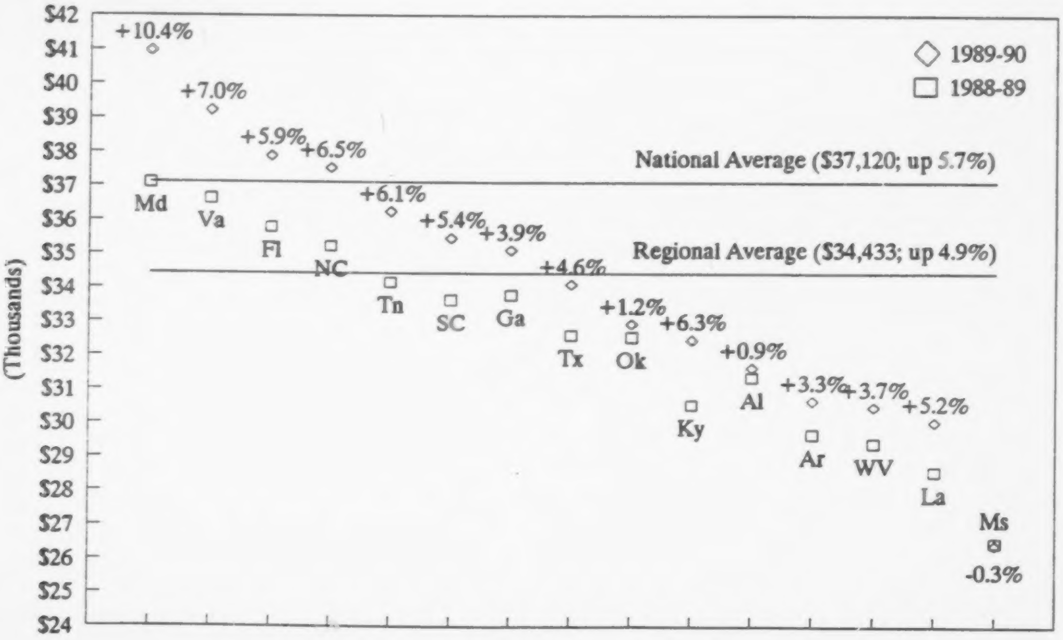
Note: Oklahoma did not have an institution in this category for 1988-89.

* Lamar University was classified as a Doctoral III institution in 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Angelo State University
Corpus Christi State University
East Texas State University at Texarkana
Laredo State University
Midwestern State University
Pan American University
Pan American University at Brownsville
Sul Ross State University
Sul Ross State University/Uvalde Study Center
Tarleton State University
The University of Texas at Permian Basin
University of Houston-Victoria

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

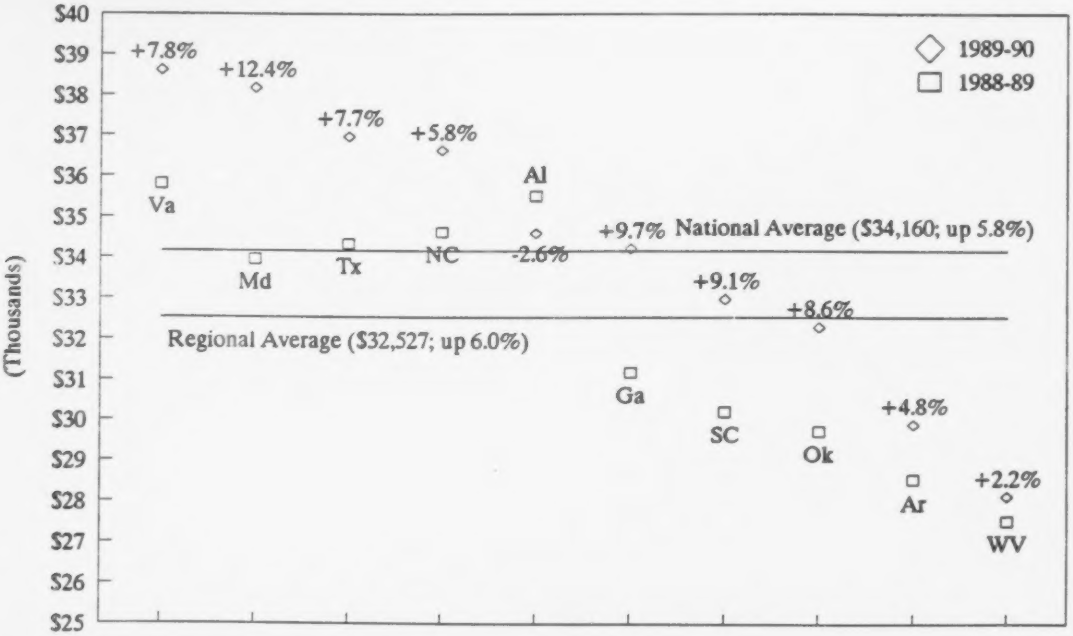


The average full-time faculty salary in 1989-90 at Texas' **Master's II universities** was $34,105--$328 less than the regional average of $34,433. The average salary in Texas' Master's II universities rose 4.6 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Texas remained in 8th place among the 15 SREB states.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

Texas Agricultural & Mechanical University at Galveston
University of Houston-Downtown

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90



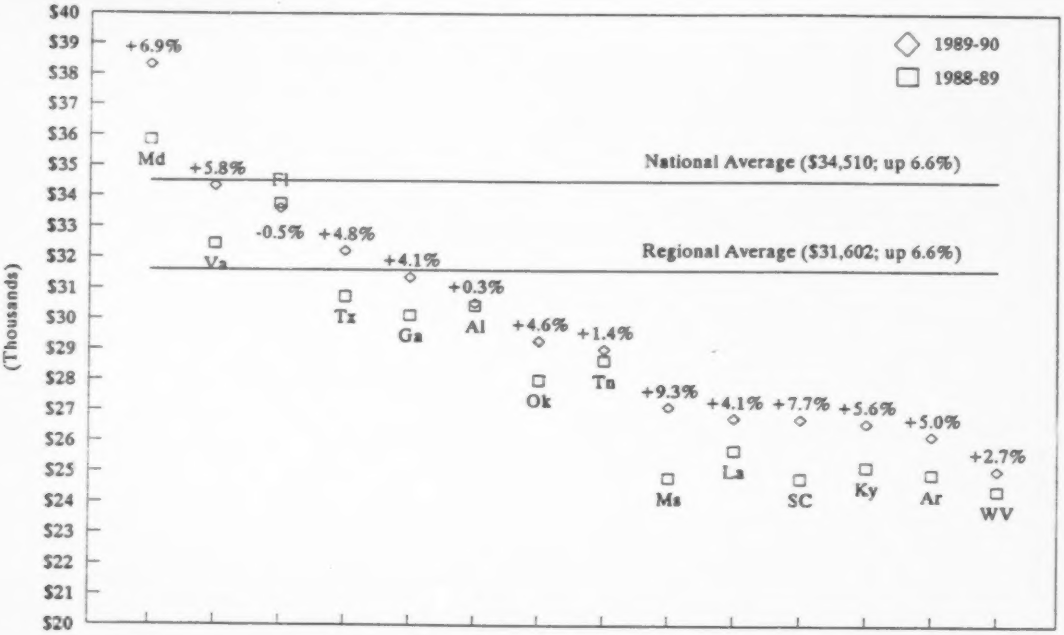
The average full-time faculty salary in Texas' **Baccalaureate colleges** was $36,967 in 1989-90--$4,440 more than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in Texas increased 7.7 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, Texas ranked 4th in 1988-89 and 3rd in 1989-90.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Alvin Community College
Amarillo College
Angelina College
Austin Community College
Bee County College
Blinn College
Brazosport College
Brookhaven College (DCCCD)
Cedar Valley College (DCCCD)
Central Texas College
Cisco Junior College
Clarendon College
College of the Mainland
Collin County Community College District
Cooke County College
Del Mar College
Eastfield College (DCCCD)
El Centro College (DCCCD)
El Paso County Community College
Frank Phillips College
Galveston College
Grayson County College
Hill Junior College
Houston Community College
Howard College at Big Spring
Kilgore College
Laredo Junior College
Lee College
McLennan Community College
Midland College
Mountain View College (DCCCD)
Navarro College
North Harris County College
North Lake College (DCCCD)
Northeast Campus (TCJCD)
Northeast Texas Community College
Northwest Campus (TCJCD)
Odessa College
Palo Alto College (ACCD)
Panola Junior College
Paris Junior College
Ranger Junior College
Richland College
San Antonio College (ACCD)
San Jacinto College -Central (SJCD)
San Jacinto College -North (SJCD)
San Jacinto College -South (SJCD)
South Campus (TCJCD)
South Plains College
Southwest Collegiate Institute for the Deaf (HCJCD)
Southwest Texas Junior College
St. Philip's College (ACCD)
Temple Junior College

Texarkana Community College
Texas Southmost College
Trinity Valley Community College
Tyler Junior College
Vernon Regional Junior College
Victoria College
Weatherford College
Western Texas College
Wharton County Junior College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In Texas' **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $32,215 in 1989-90--$613 above the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Texas' Comprehensive Two-Year colleges increased 4.8 percent; national and regional averages increased 6.6 percent. The average salary in Texas remained in 4th position among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	NA		NA
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			NA		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	–	–	–	–	–	–	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	–	–	–	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	–	–	–	–	–	–	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	–	–	–	34,164	7	23.0	32,475	10	22.0	–	–	–	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	–	–	–	32,027	9	21.4	–	–	–	30,043	14	20.4	–	–	–	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	–	–	–	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	–	–	–
Mississippi	–	–	–	38,043	9	19.1	29,698	10	17.9	–	–	–	26,420	15	22.4	–	–	–	27,132	9	21.6	–	–	–
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	–	–	–	–	–	–
Oklahoma	38,615	13	23.4	–	–	–	–	–	–	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	–	–	–	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	–	–	–
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	–	–	–	36,242	5	25.4	–	–	–	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	–	–	–
West Virginia	37,043	14	17.9	–	–	–	–	–	–	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"–" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

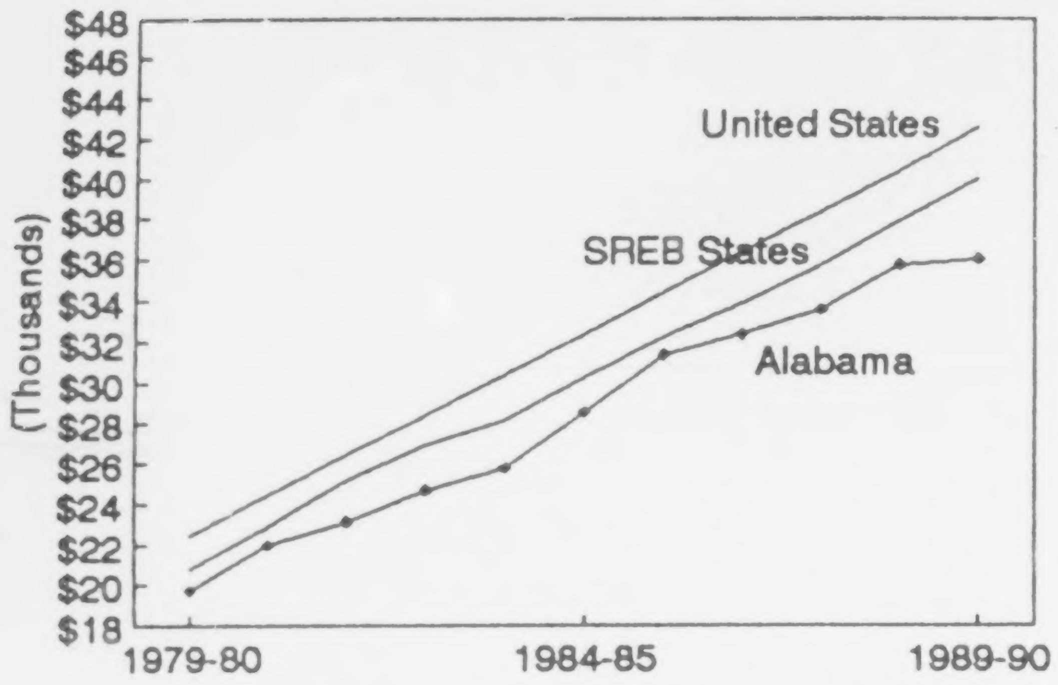
SOURCE: SREB-State Data Exchange; American Association of University Professors.

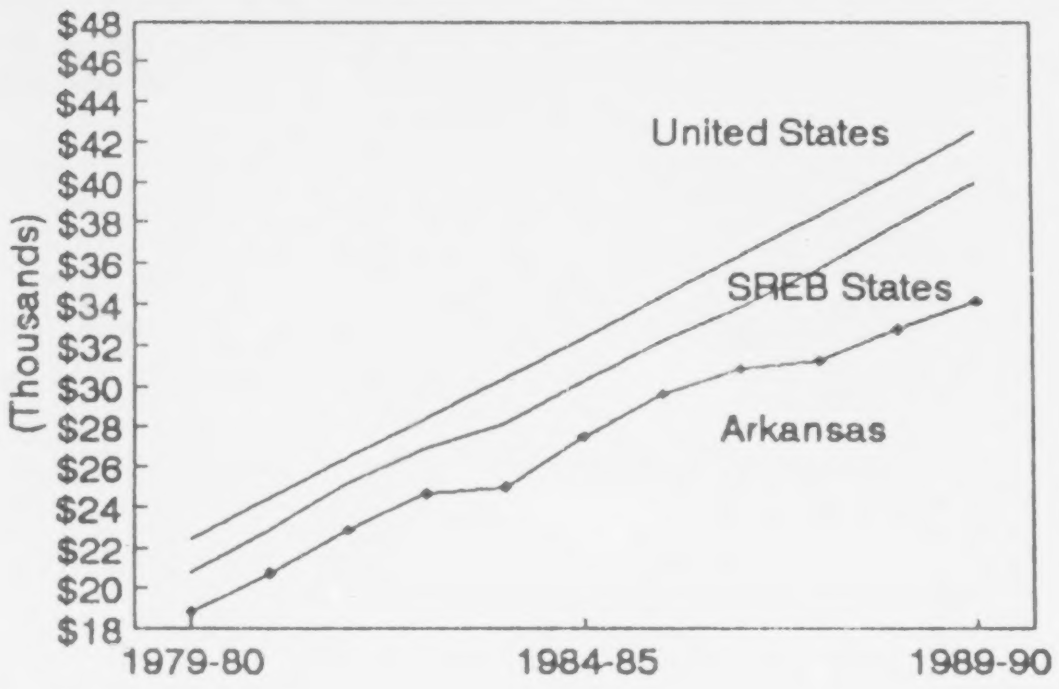
Summary of Institutions Reclassified
1988-89 to 1989-90

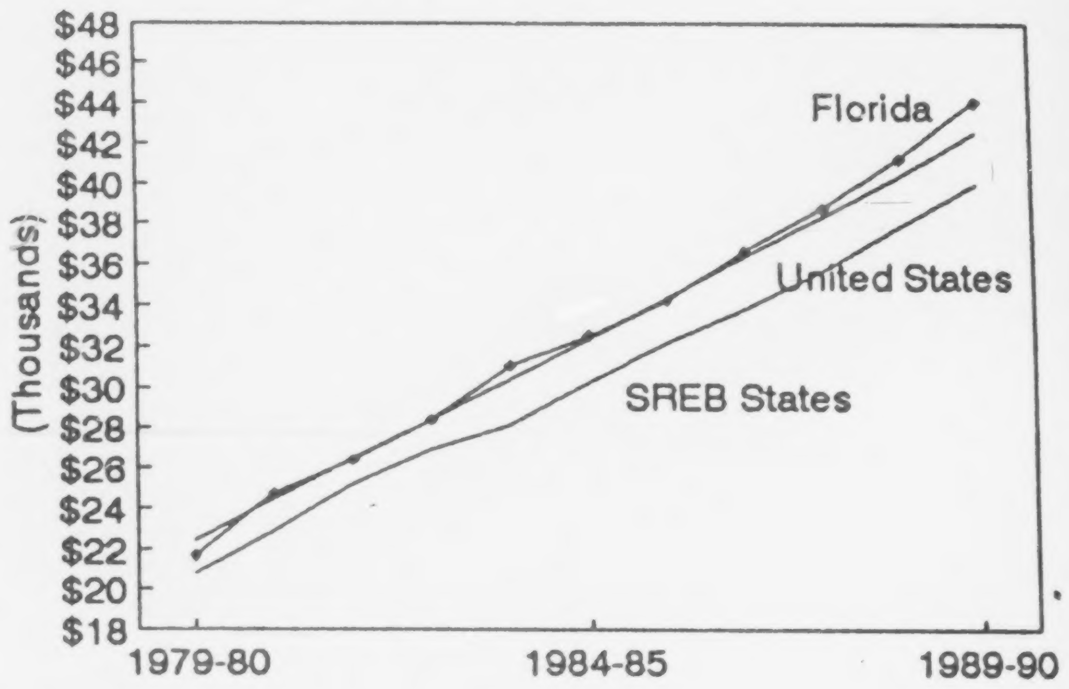
Institution	1988-89 Category	1989-90 Category
Alabama A & M	Doctoral III	Master's I
Muscle Shoals Community College	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

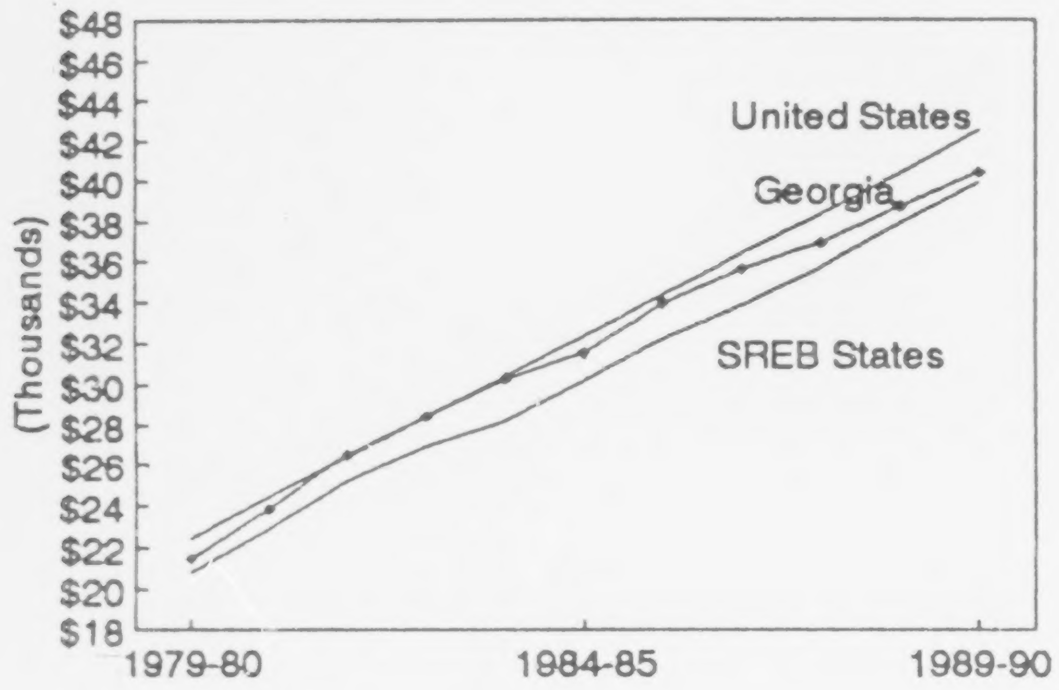
Trends in Faculty Salary Averages

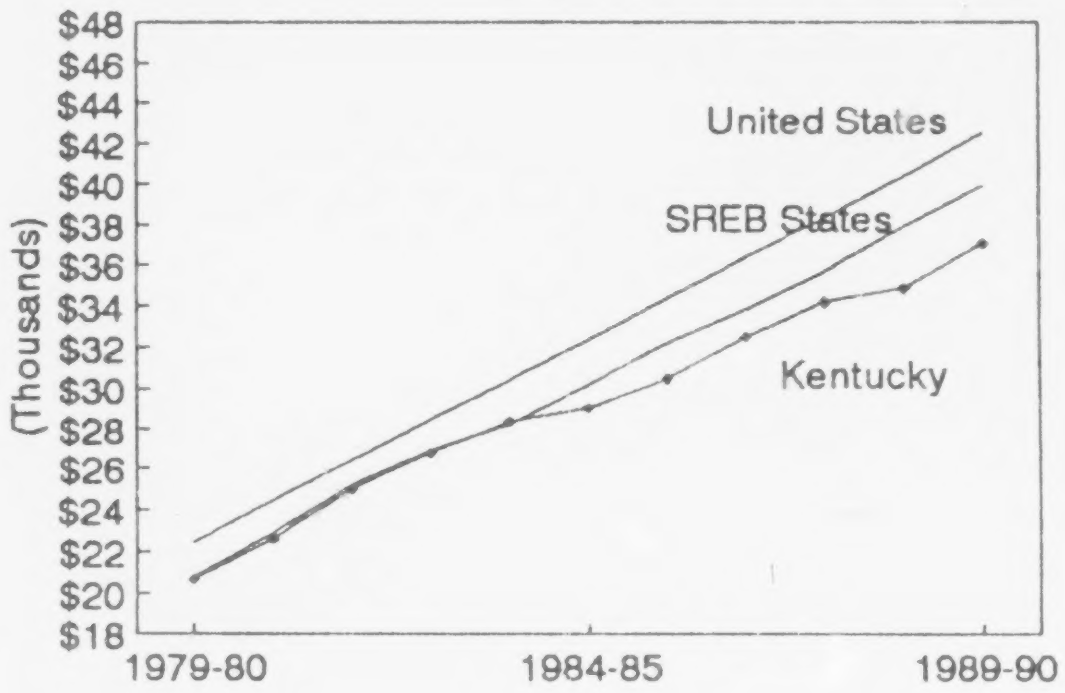
Public Four-Year Colleges and Universities
1979-80 to 1989-90

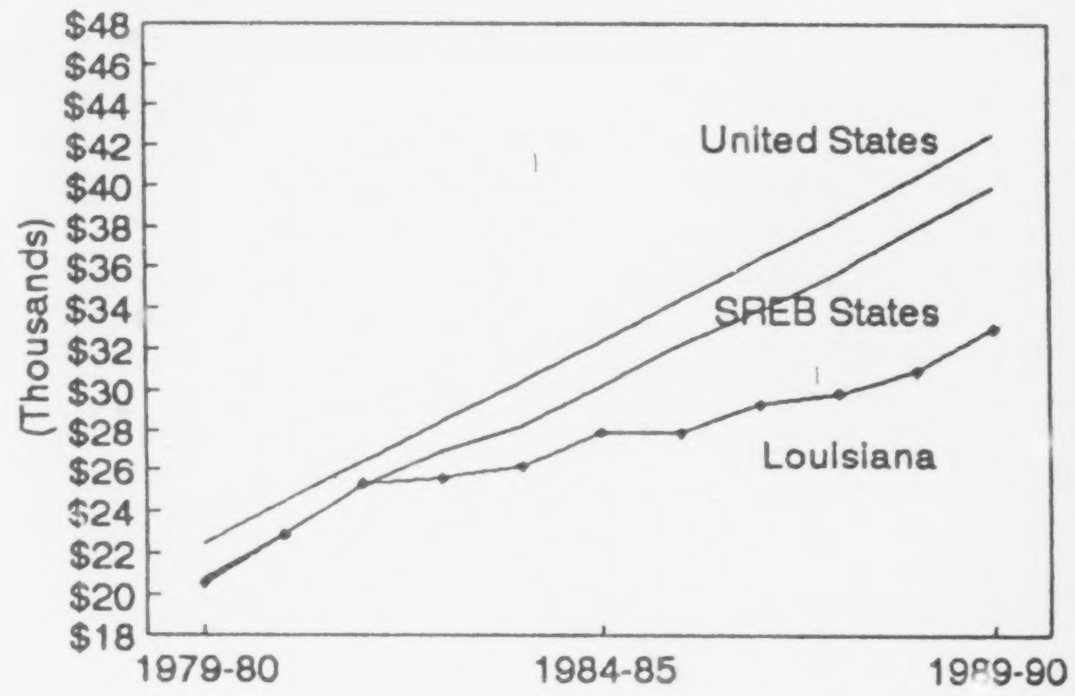


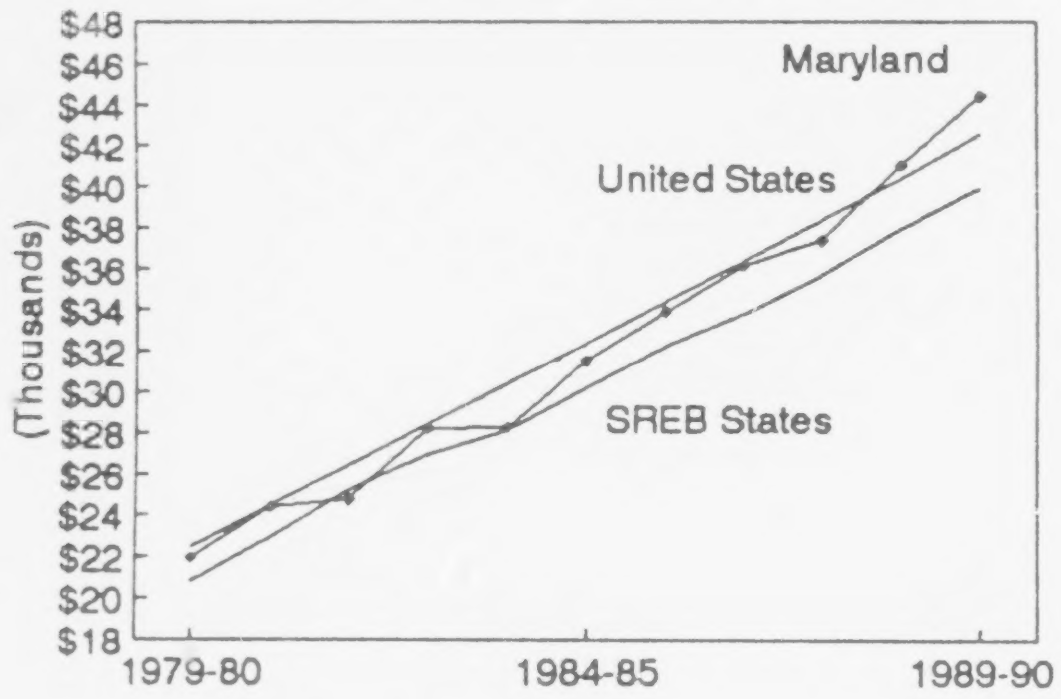


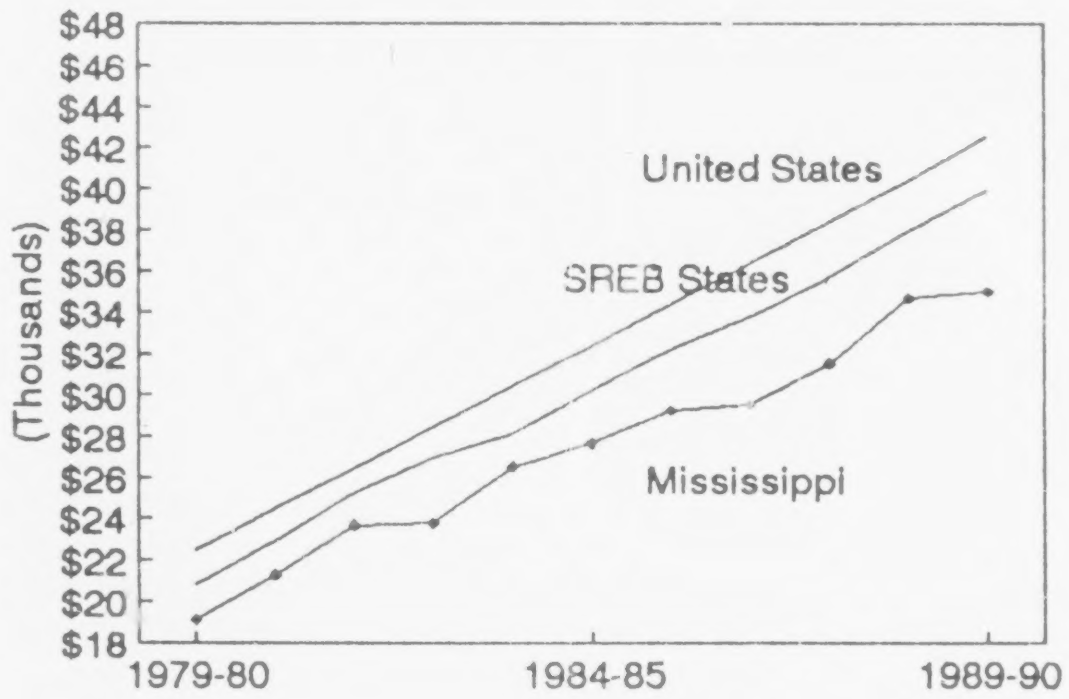


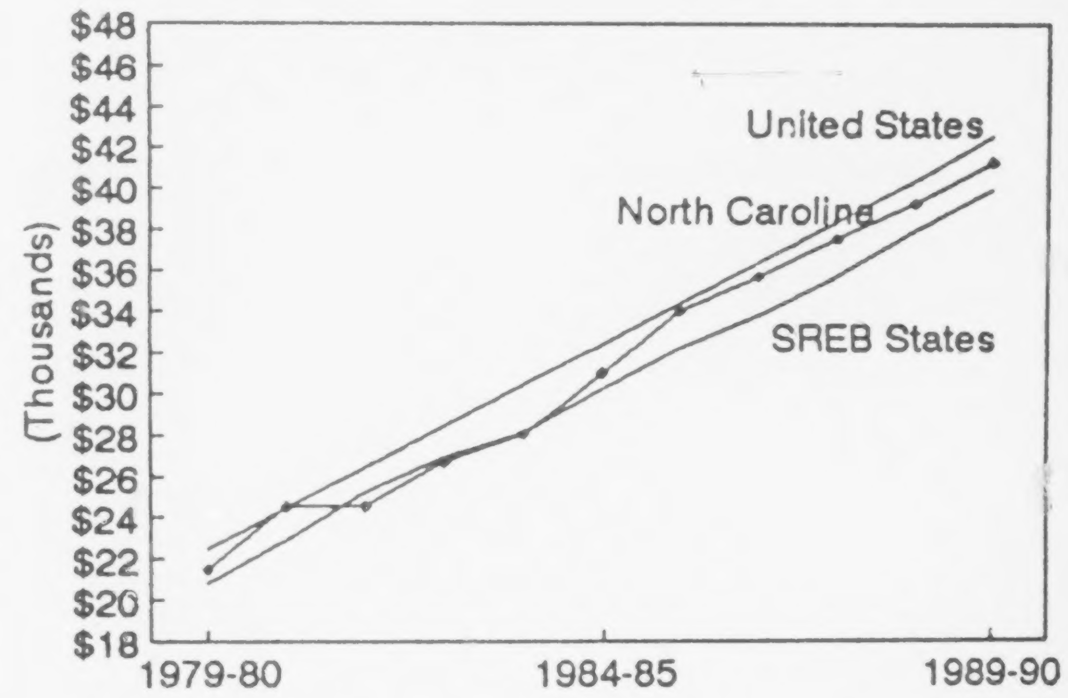


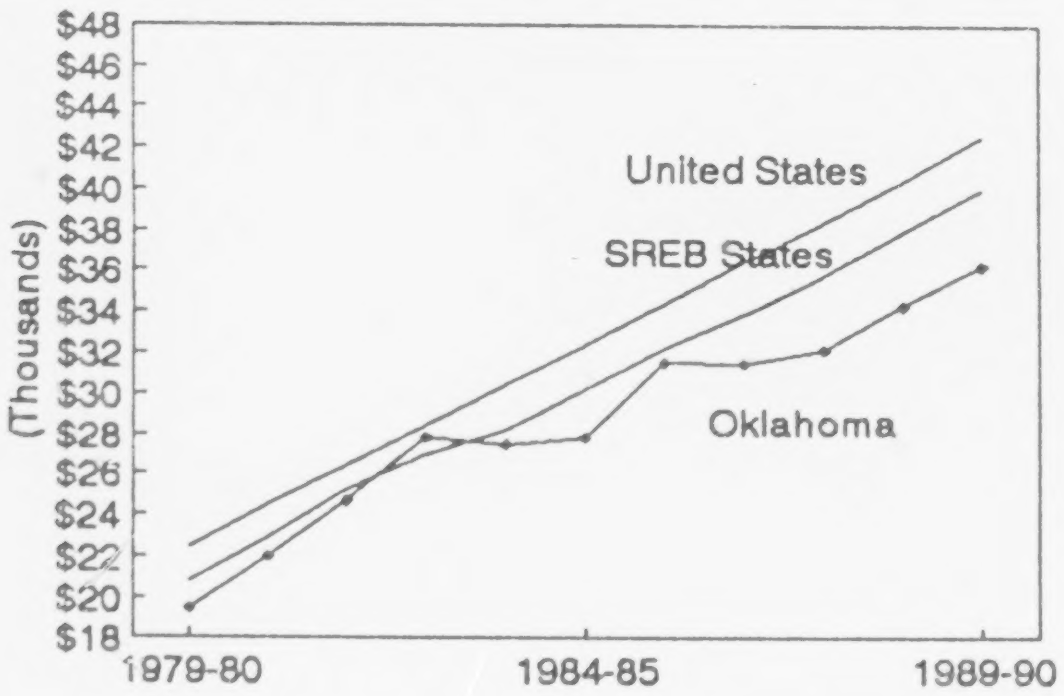


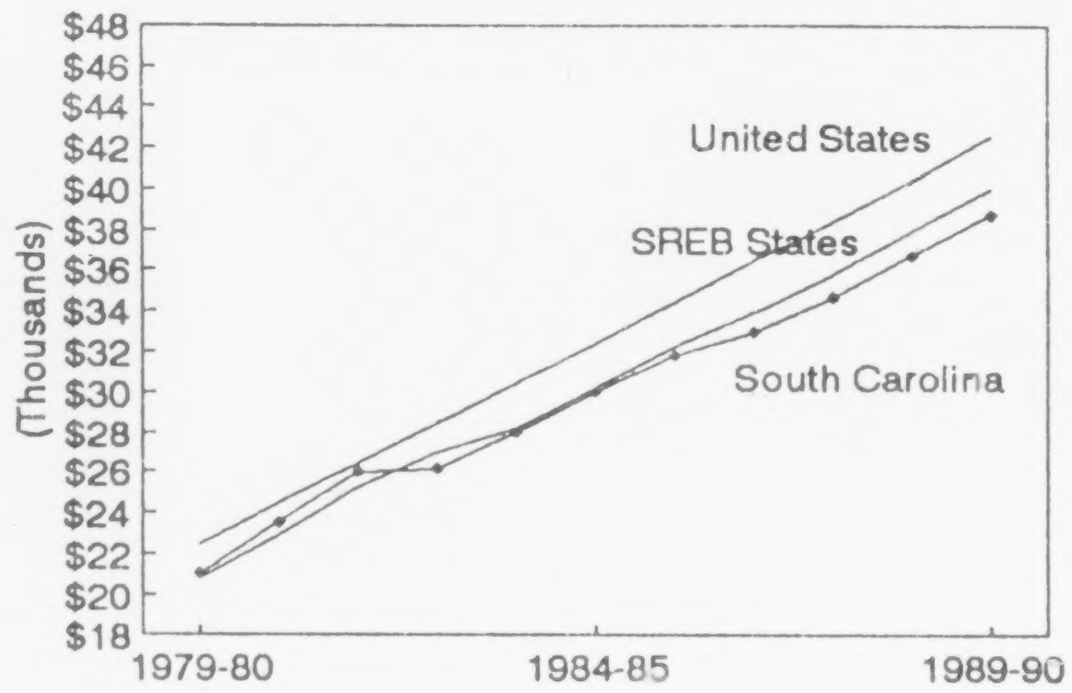


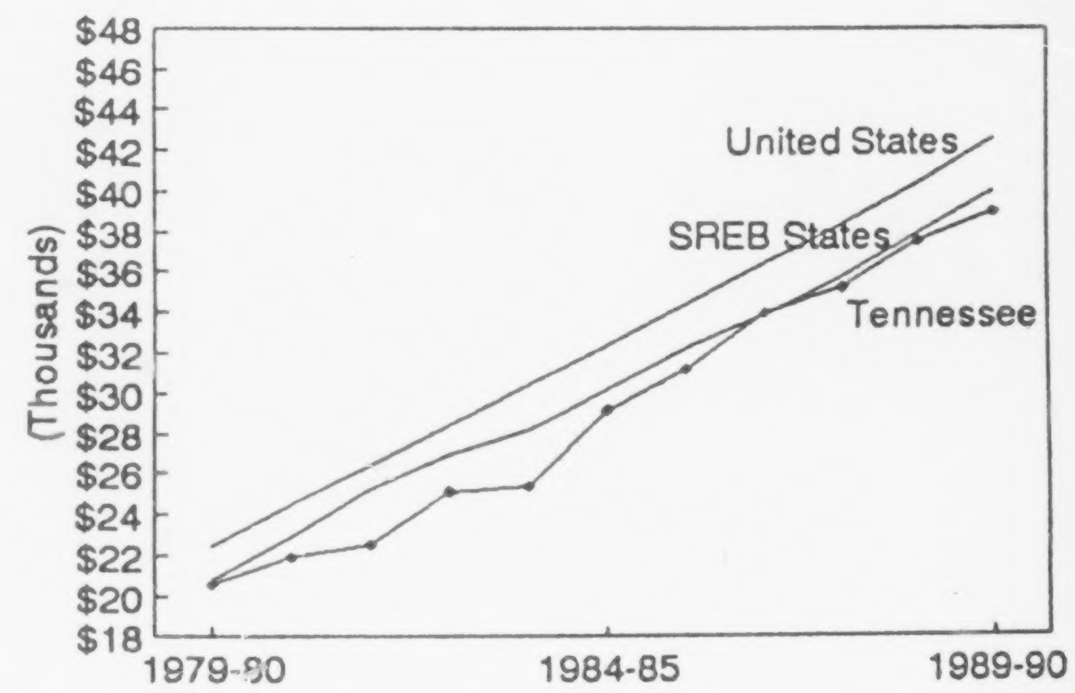


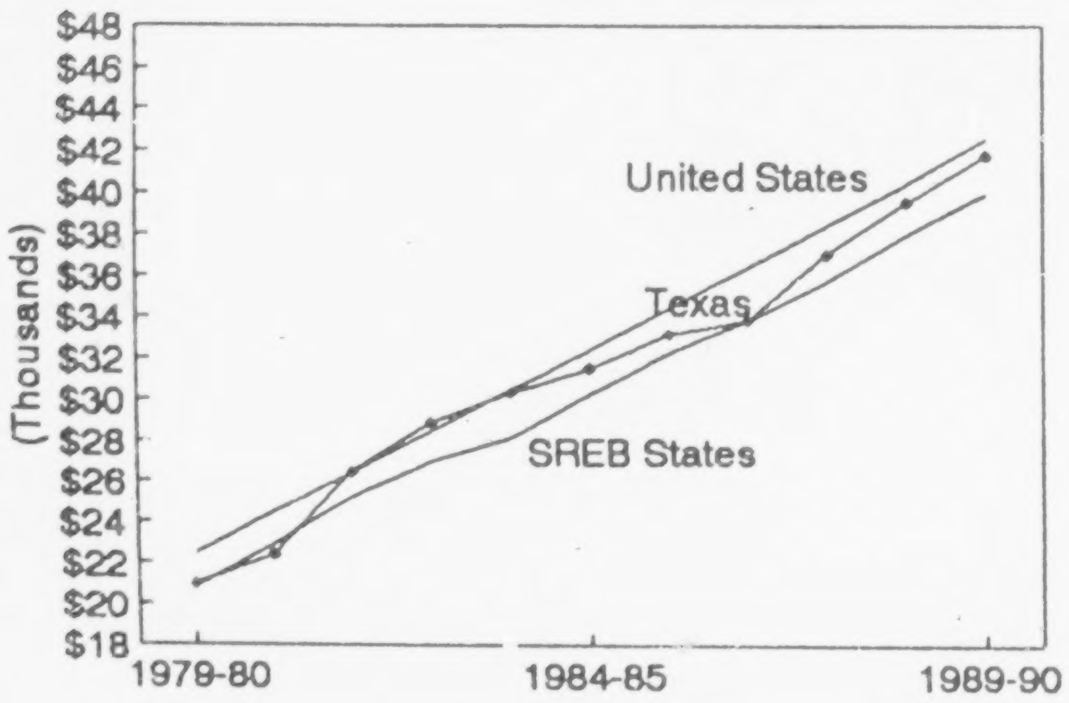


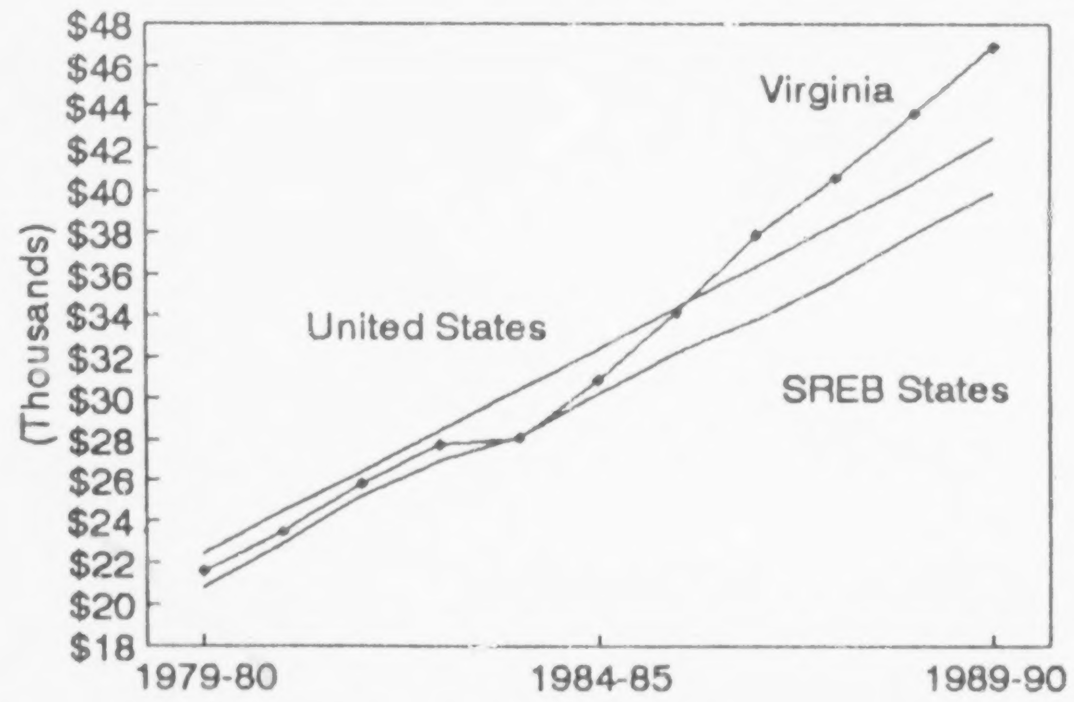


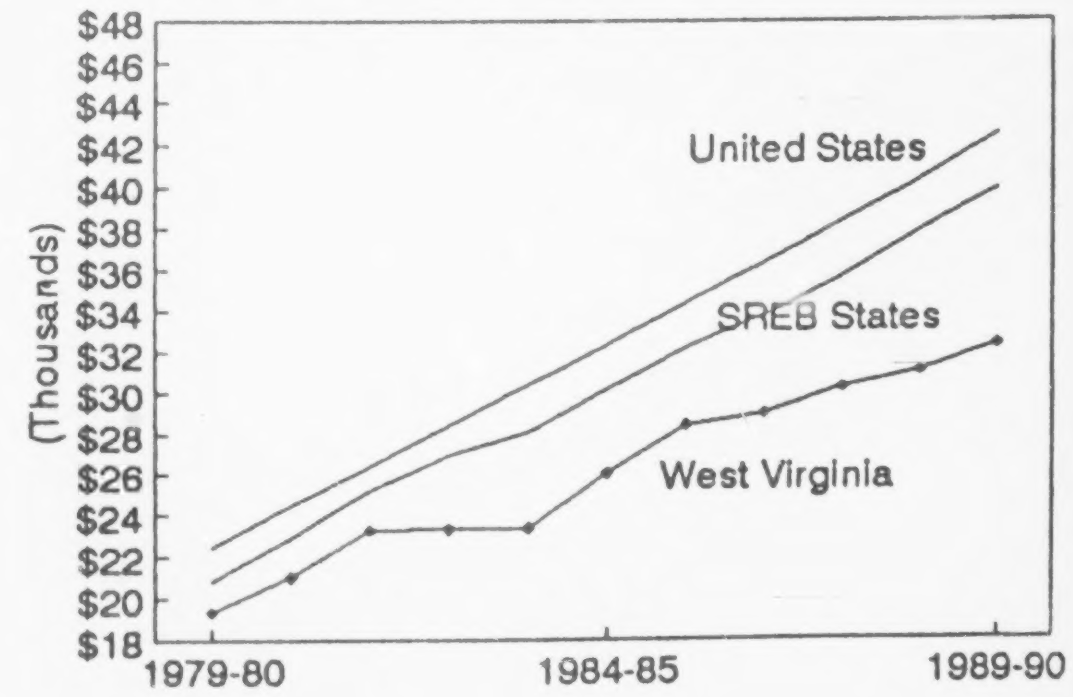












SOURCE: SREB-State Data Exchange; American Association of University Professors.

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VIRGINIA

Faculty Salary Comparisons To National and SREB Averages
1989-90
(Public Universities and Colleges)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange**, *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

VIRGINIA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in Virginia and Changes Since 1988-89:

- **Doctoral I Universities ranked 1st of 14, up 6.1 percent.**
- **Doctoral II Universities ranked 1st of 10, up 8.4 percent.**
- **Doctoral III University ranked 1st of 10, up 10.3 percent.**
- **Master's I University ranked 1st of 10, up 10.1 percent.**
- **Master's II Universities ranked 2nd of 15, up 7.0 percent.**
- **Baccalaureate Colleges ranked 1st of 10, up 7.8 percent.**
- **Comprehensive Two-Year Colleges ranked 2nd of 14, up 5.8 percent.**

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

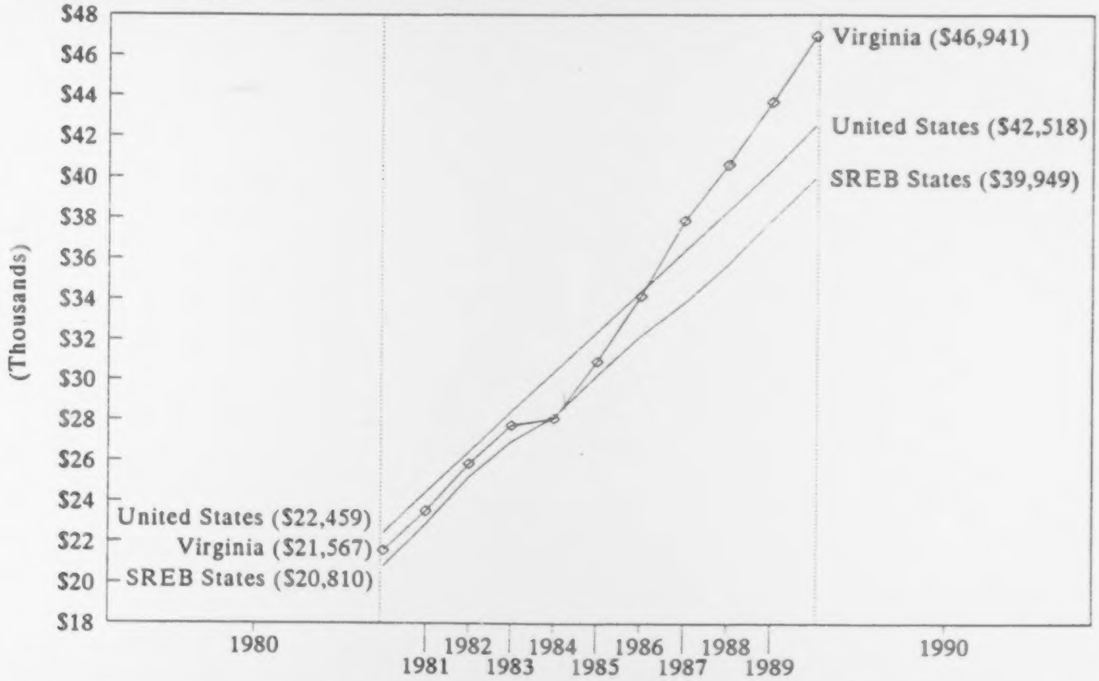
Salary averages from 1979-80 through 1989-90 for full-time faculty in Virginia's public four-year colleges and universities are compared to national and regional averages. Virginia's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, the Virginia Polytechnic Institute and the University of Virginia are classified as Doctoral I universities--they award at least 100 doctoral degrees in at least 10 program areas, with no more than one-half of the degrees in any one area. College of William and Mary and Old Dominion University are classified as Doctoral II universities as they award at least 30 doctoral degrees in at least 5 program areas.

Included with this report are a page giving an overview of the ten-year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in Virginia's public four-year universities and colleges (taken as a group) gained ground on the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Virginia's higher education institutions with four-year programs went up 118 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in Virginia's public four-year universities and colleges stood at 104 percent of the regional average; by 1989-90 it had grown to 118 percent of the regional average, and Virginia ranked 1st among the 15 SREB states.



Of the 14 other SREB states, none had salaries increase at the same or a higher rate than Virginia over the last 10 years. In 1989-90, full-time faculty in Virginia's public four-year universities and colleges, on average, earned $46,941--$6,992 more than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. The average salary in Virginia actually increased $1.33 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

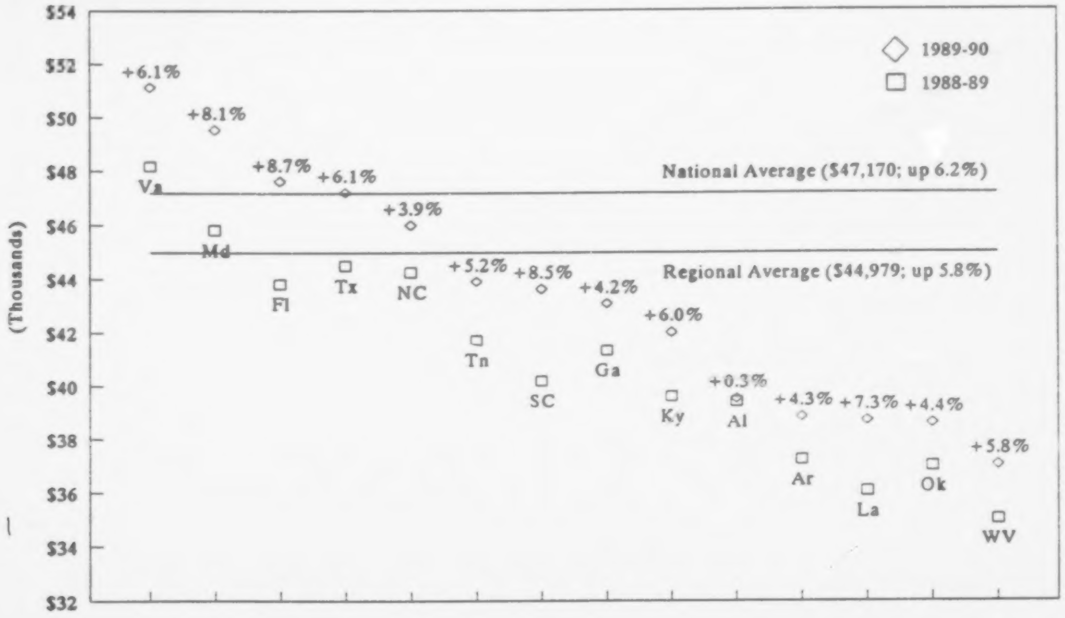
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in Virginia is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

University of Virginia
Virginia Polytechnic Institute & State University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

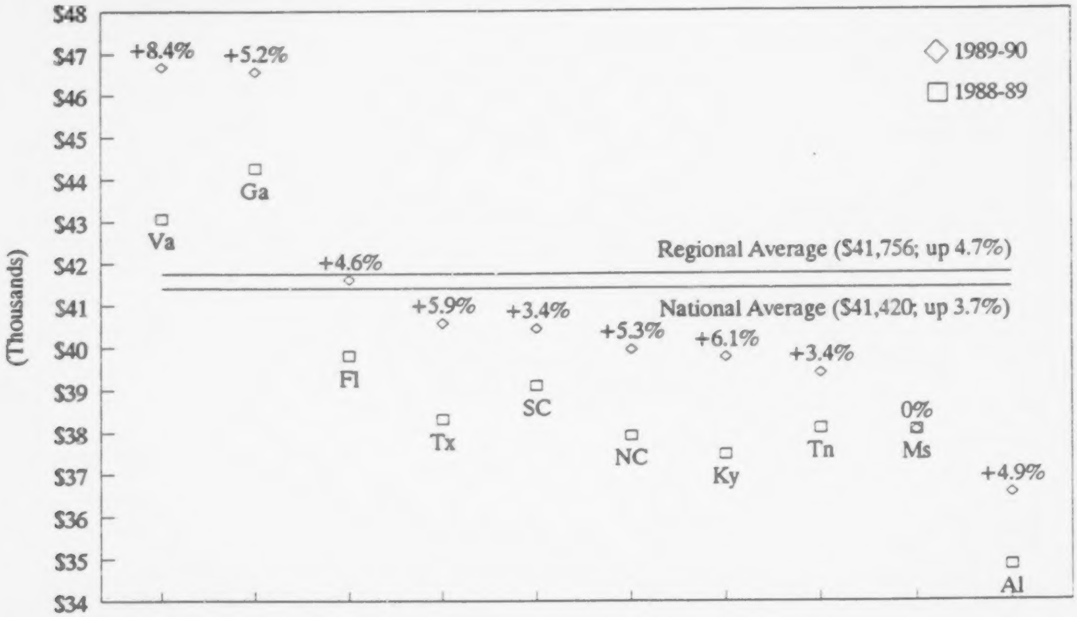


The average full-time faculty salary in Virginia's **Doctoral I universities** was $51,124 in 1989-90--$6,145 above the regional average of $44,979. From 1988-89 to 1989-90, the average salary in Virginia's Doctoral I universities increased 6.1 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. Virginia's Doctoral I universities continues to rank 1st among the 14 SREB states with this type of university.

Doctoral II: *Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.*

College of William & Mary
Old Dominion University
Virginia Commonwealth University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1988-89 and 1989-90

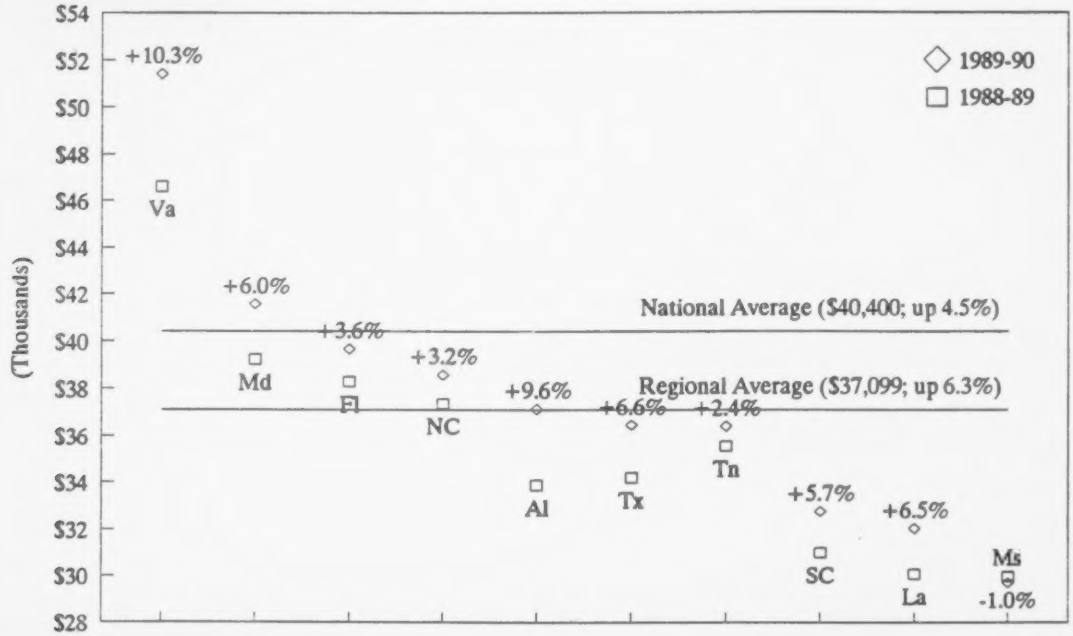


The average full-time faculty salary at Virginia's **Doctoral II universities** in 1989-90 was $46,679--$4,923 above the $41,756 regional average. The average salary at Virginia's Doctoral II universities increased 8.4 percent over the previous year; the average regional increase was 4.7 percent and the national average increase was 3.7 percent. Virginia's Doctoral II universities ranked 1st among the 10 SREB states with this type of university.

Doctoral III: *Institutions awarding at least 1 doctoral degree.*

George Mason University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1988-89 and 1989-90

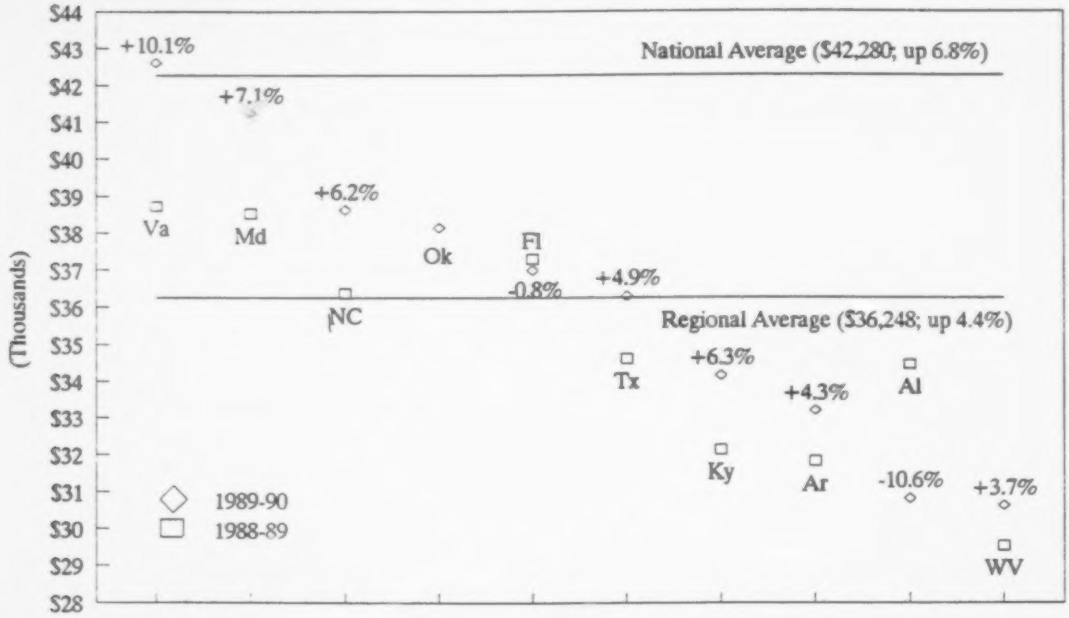


At the **Doctoral III university** in Virginia, the average full-time instructional faculty salary was $51,407 in 1989-90--$14,308 above the regional average of $37,099. Between 1988-89 and 1989-90 the average salary in Virginia rose 10.3 percent; the regional average increased 6.3 percent and the national average increase was 4.5 percent. Among the 10 SREB states with Doctoral III universities, Virginia's average salary ranked 1st in 1989-90 and 1988-89. None of the other SREB states with this type of university had a one-year percent increase greater than Virginia's.

Master's I: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

James Madison University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



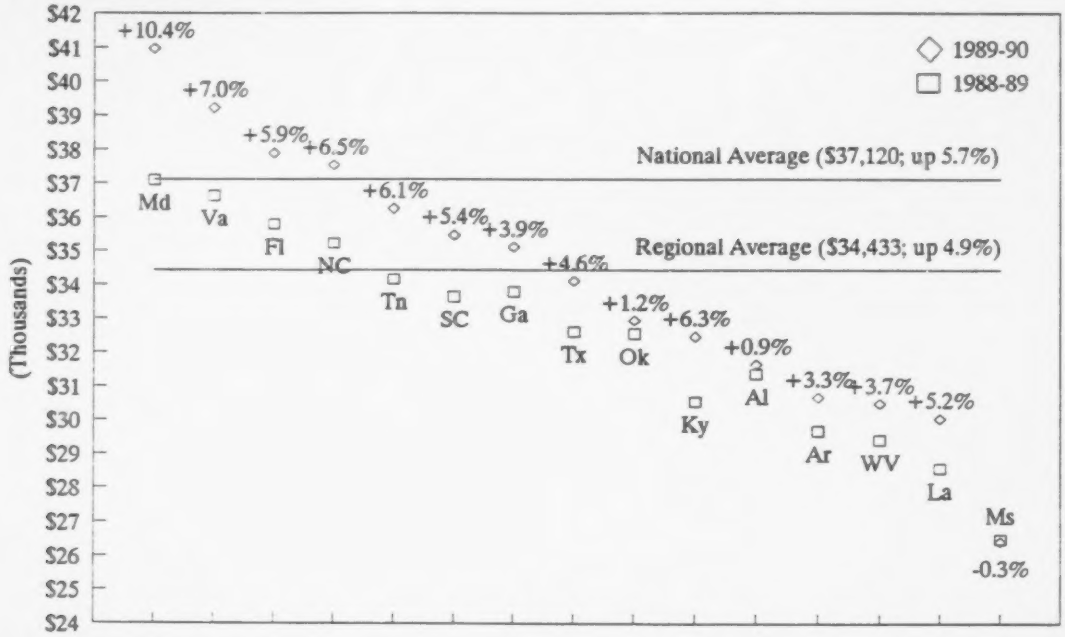
In 1989-90, the average full-time faculty salary at Virginia's **Master's I university** was $42,619--$6,371 above the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in Virginia grew 10.1 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in Virginia's Master's I university remained in 1st place among the 10 SREB states having this type of institution.

Note: Oklahoma did not have an institution in this category for 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

Longwood College
Mary Washington College
Norfolk State University
Radford University
Virginia State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

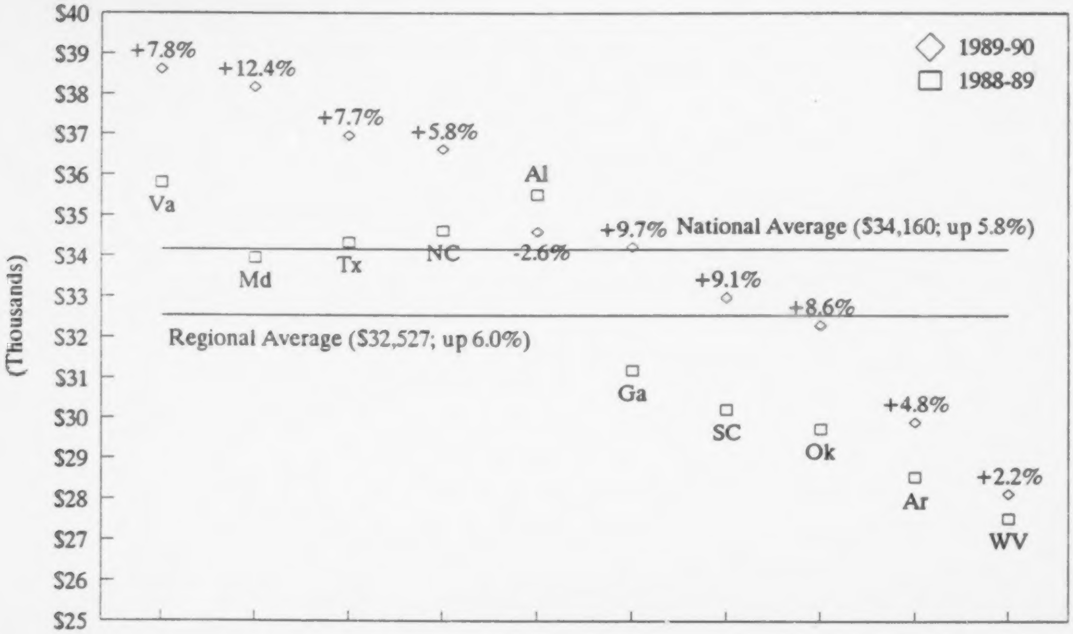


The average full-time faculty salary in 1989-90 at Virginia's **Master's II universities** was $39,211--$4,778 more than the regional average of $34,433. The average salary in Virginia's Master's II universities rose 7.0 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in Virginia remained in 2nd place among the 15 SREB states.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

Christopher Newport College
Clinch Valley College

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90

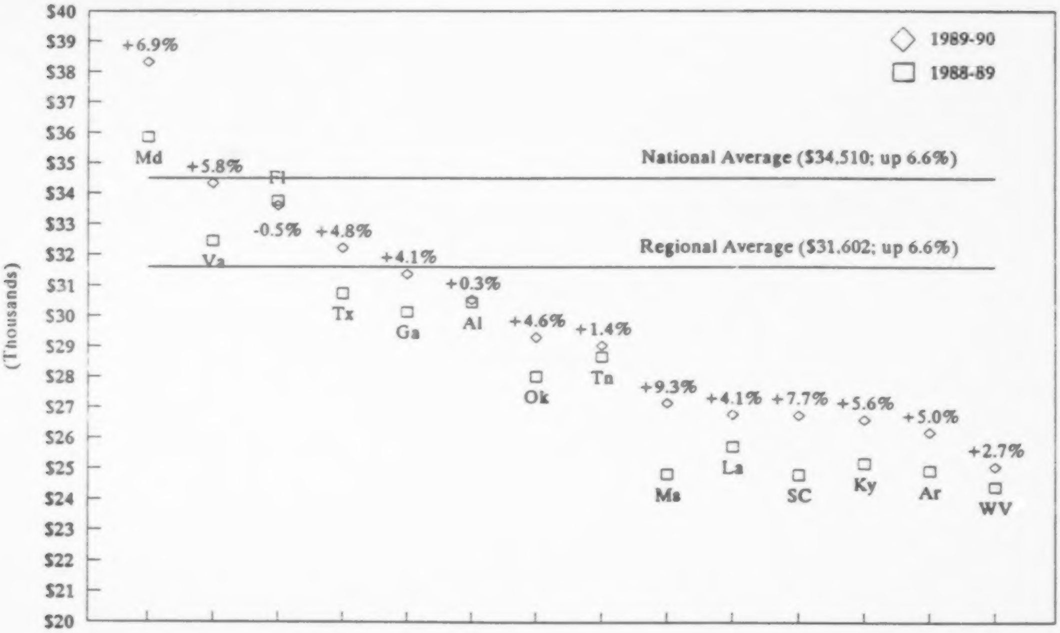


The average full-time faculty salary in Virginia's **Baccalaureate colleges** was $38,616 in 1989-90--$6,089 more than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in Virginia increased 7.8 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, Virginia ranked 1st in 1988-89 and in 1989-90.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Blue Ridge Community College
Central Virginia Community College
Danville Community College
D.S. Lancaster Community College
Eastern Shore Community College
Germanna Community College
John Tyler Community College
J.S. Reynolds Community College
Lord Fairfax Community College
Mountain Empire Community College
New River Community College
Northern Virginia Community College
Patrick Henry Community College
Paul D. Camp Community College
Piedmont Virginia Community College
Rappahannock Community College
Richard Bland College
Southside Virginia Community College
Southwest Virginia Community College
Thomas Nelson Community College
Tidewater Community College
Virginia Highlands Community College
Virginia Western Community College
Wyth Community College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In Virginia's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $34,338 in 1989-90--$2,736 above the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in Virginia's Comprehensive Two-Year colleges increased 5.8 percent; national and regional averages increased 6.6 percent. The average salary in Virginia ranked 2nd among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	NA		NA
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			NA		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB-State Data Exchange; American Association of University Professors.

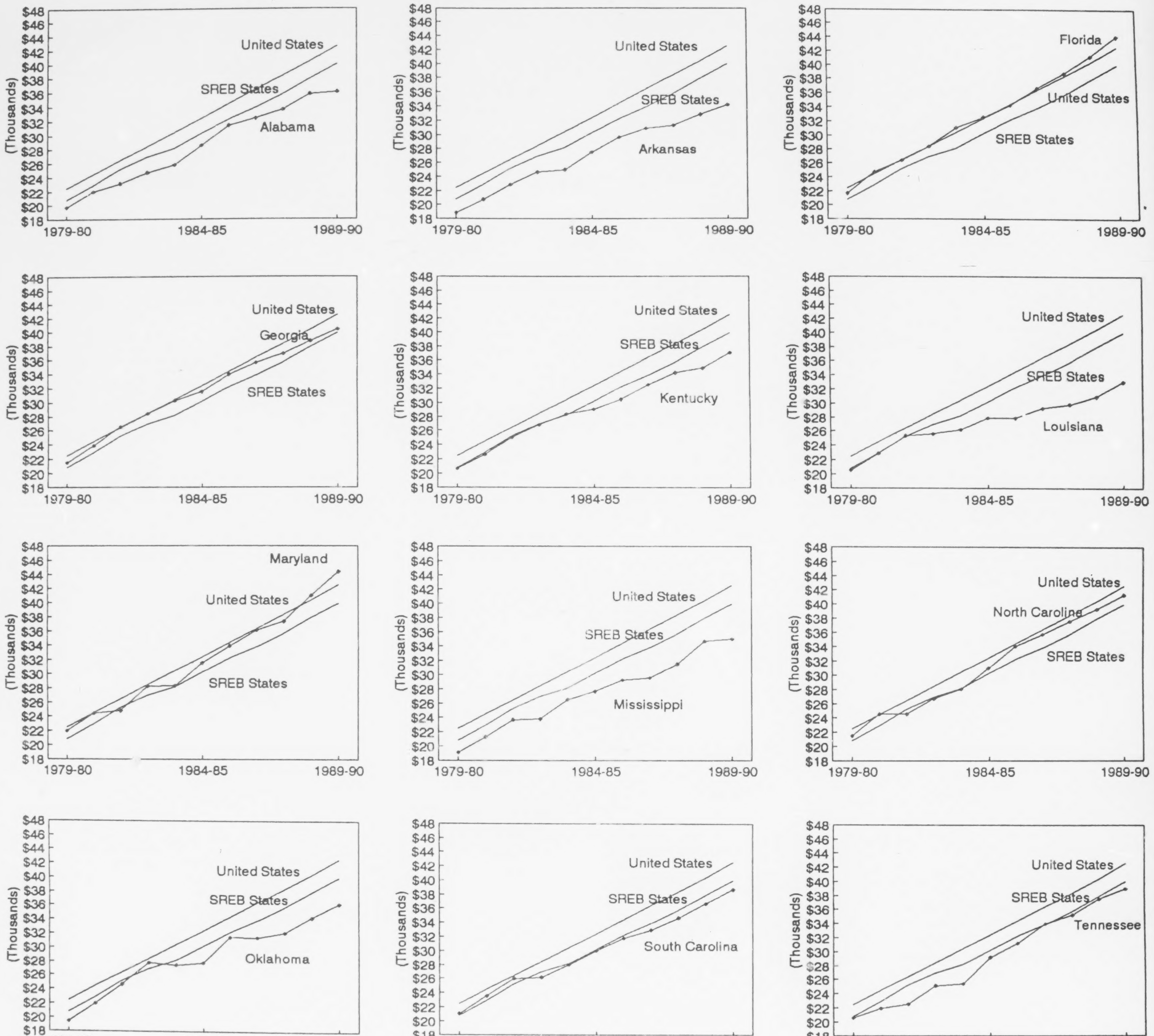
Summary of Institutions Reclassified
1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
Alabama A & M	Doctoral III	Master's I
Muscle Shoals Community College	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland-Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch-Okmulgee	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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WEST VIRGINIA

Faculty Salary Comparisons To National and SREB Averages

1989-90

(Public Universities and Colleges)

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

The complete **SREB-State Data Exchange, 1989-90** *contains faculty salary data and, for the first time, data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (for example, professor, associate professor, etc.) Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tuition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the **SREB-State Data Exchange**, *contact Joseph L. Marks, Associate Director for SREB Educational Data Services.*

WEST VIRGINIA HIGHLIGHTS

1989-90 Rankings of Faculty Salaries in West Virginia and Changes Since 1988-89:

- **Doctoral I University ranked 14th of 14, up 5.8 percent.**
- **Master's I University ranked 10th of 10, up 3.7 percent.**
- **Master's II University ranked 13th of 15, up 3.7 percent.**
- **Baccalaureate Colleges ranked 10th of 10, up 2.2 percent.**
- **Comprehensive Two-Year Colleges ranked 14th of 14, up 2.7 percent.**

Note: 1989-90 data for Postsecondary Vocational-Technical Institutions in West Virginia were not available.

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the Southern Regional Education Board (SREB) states. The information has been based on data reported by the SREB-state postsecondary education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years.

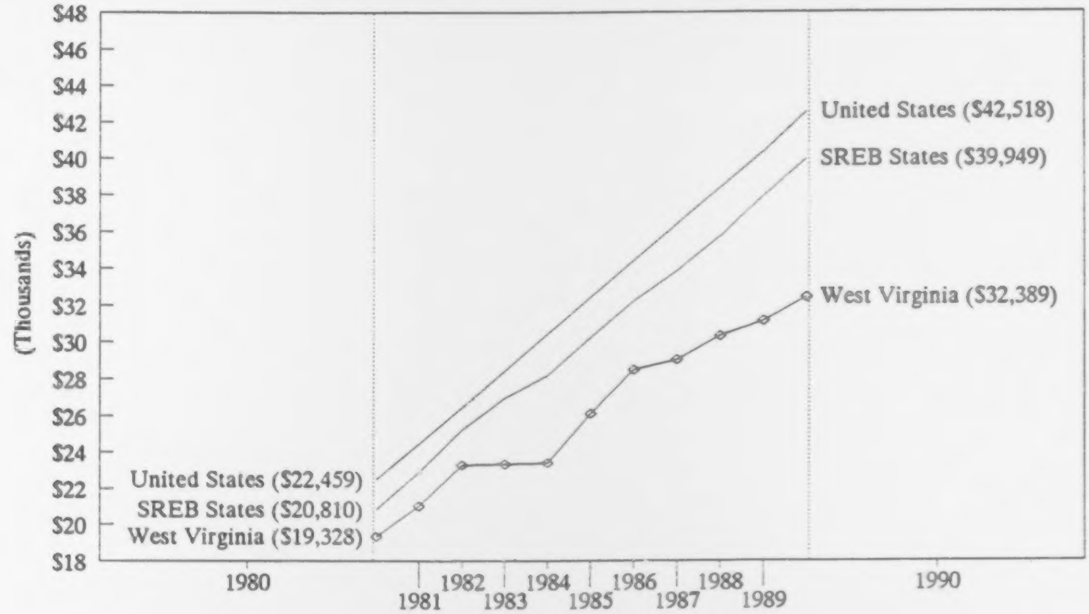
Salary averages from 1979-80 through 1989-90 for full-time faculty in West Virginia's public four-year colleges and universities are compared to national and regional averages. West Virginia's 1989-90 ranking in each category of university or college is also shown.

Public higher education institutions have been grouped according to definitions based on institutional size and degree programs. For example, West Virginia University is classified as a Doctoral I university as it awards at least 100 doctoral degrees in at least 10 program areas with no more than one-half of the degrees in any one area.

Included with this report are a page giving an overview of the ten year trends in each of the SREB states, a page showing the 1989-90 all ranks salary averages for each institutional type in each SREB state including additional fringe benefits amounts, and a page listing institutions whose institutional classification changed between 1988-89 and 1989-90. Changes in classification affect the statistics included in this report.

Faculty Salary Trends
Public Four-Year Universities and Colleges
1979-80 to 1989-90

The average faculty salary in West Virginia's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in West Virginia's higher education institutions with four-year programs went up 68 percent, compared to the regional average increase of 92 percent and an 89.3 percent increase in the national average. Ten years ago the average salary in West Virginia's public four-year universities and colleges stood at 93 percent of the regional average; by 1989-90 it had dropped to 81 percent of the regional average, and West Virginia ranked 15th among the 15 SREB states.



Of the 14 other SREB states, 13 had salaries increase at the same or a higher rate than West Virginia over the last 10 years. In 1989-90, full-time faculty in West Virginia's public four-year universities and colleges, on average, earned $32,389--$7,560 less than the regional average of $39,949. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $42,518 and only 6 SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far above or below these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.08 in West Virginia for every $1.00 increase in the regional average over the 1979-80 to 1989-90 period for West Virginia's salaries to equal the 1989-90 regional average. The average salary in West Virginia actually increased $0.68 for every $1.00 increase in the regional average from 1979-80 to 1989-90.

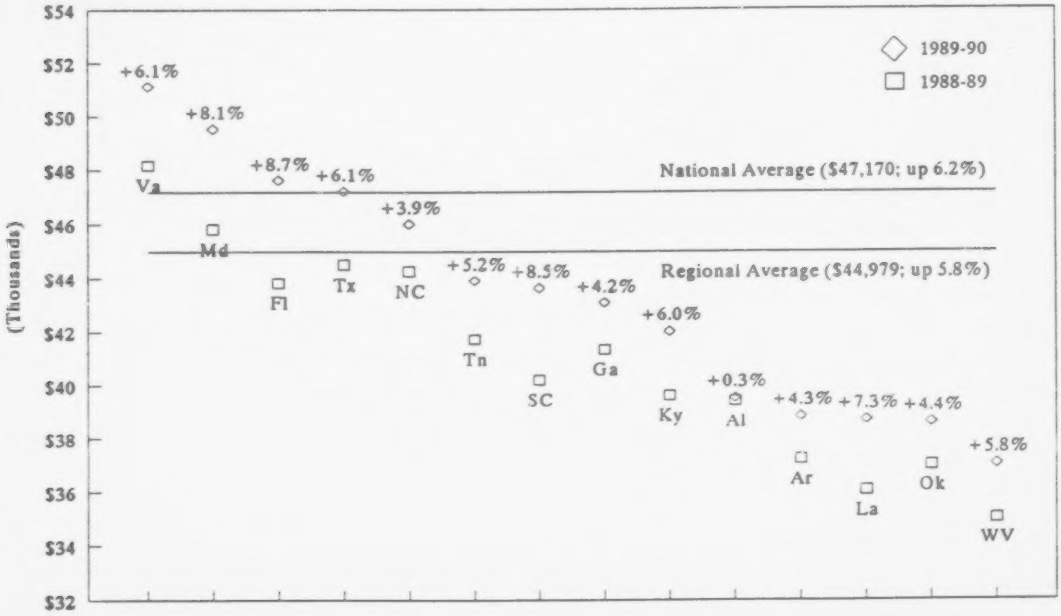
Comparisons by Type of University or College
1988-89 and 1989-90

The **SREB-State Data Exchange** uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of postsecondary education institution in West Virginia is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Doctoral I: *Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.*

West Virginia University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1988-89 and 1989-90

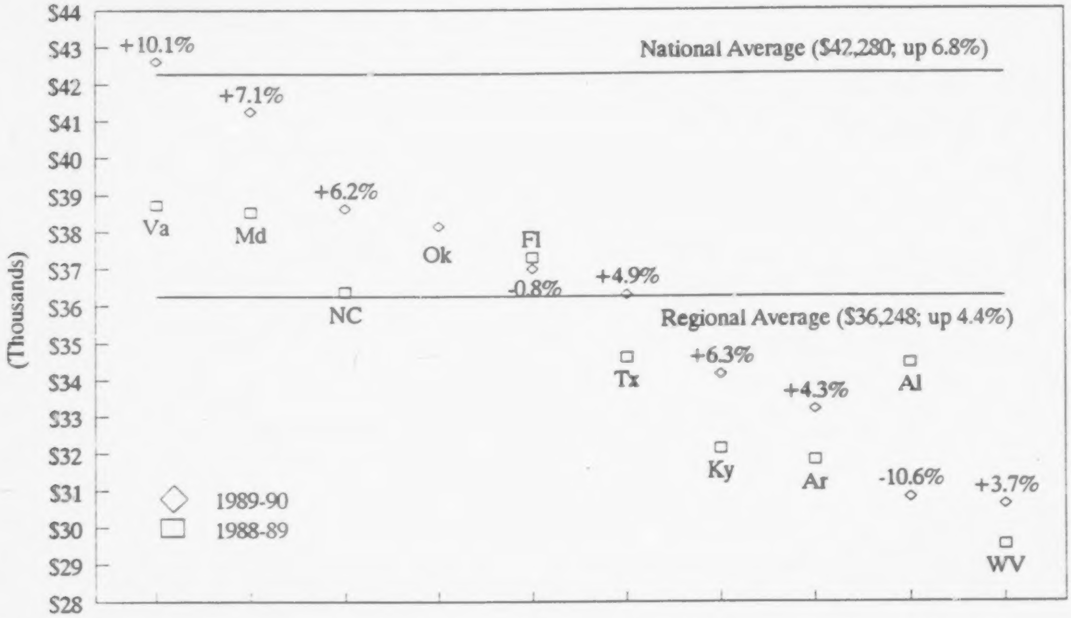


The average full-time faculty salary in West Virginia's **Doctoral I university** was $37,043 in 1989-90--$7,936 below the regional average of $44,979. From 1988-89 to 1989-90, the average salary in West Virginia's Doctoral I university increased 5.8 percent; regionally the increase was 5.8 percent and the national average rose 6.2 percent. West Virginia's Doctoral I university ranks 14th among the 14 SREB states with this type of university.

__Master's I__: *Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.*

Marshall University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1988-89 and 1989-90



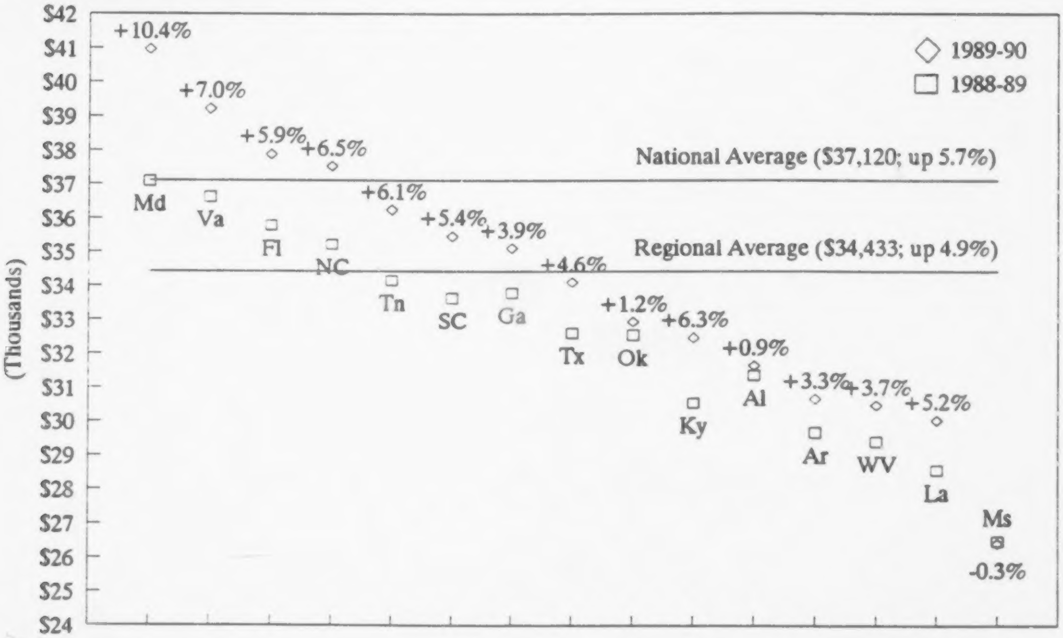
In 1989-90, the average full-time faculty salary at West Virginia's **Master's I university** was $30,623--$5,625 below the regional average of $36,248. Between 1988-89 and 1989-90, the average salary in West Virginia grew 3.7 percent; the regional average increased 4.4 percent and the national average rose 6.8 percent. The average full-time faculty salary in West Virginia's Master's I university fell from 9th to 10th place among the 10 SREB states having this type of institution.

Note: Oklahoma did not have an institution in this category for 1988-89.

Master's II: *Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.*

West Virginia Institute of Technology

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1988-89 and 1989-90

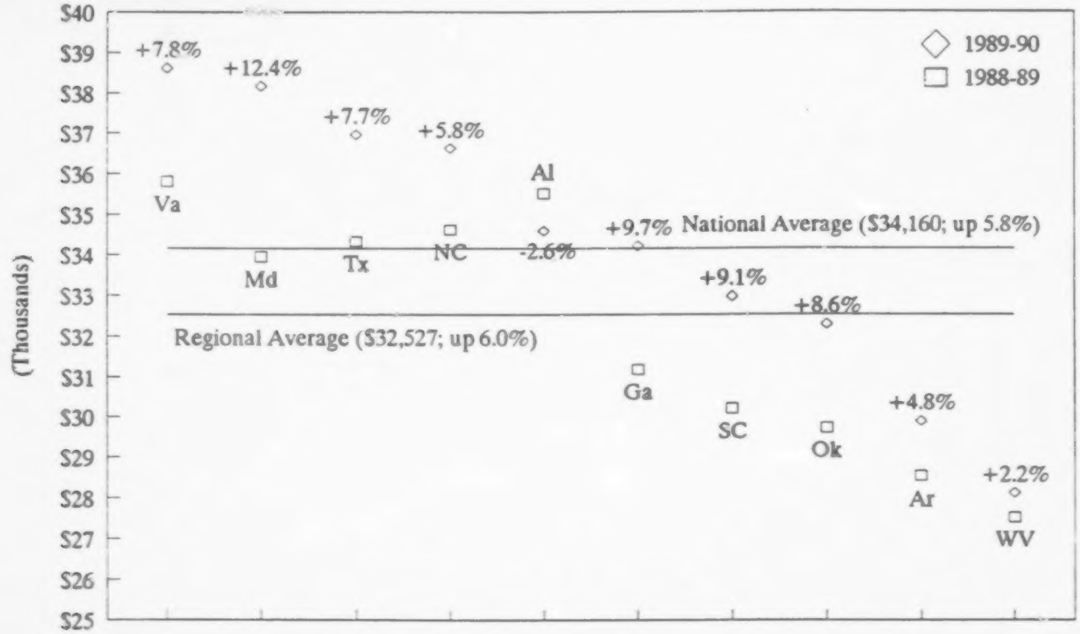


The average full-time faculty salary in 1989-90 at West Virginia's **Master's II university** was $30,479--$3,954 less than the regional average of $34,433. The average salary in West Virginia's Master's II university rose 3.7 percent between 1988-89 and 1989-90; the average increase across the region was 4.9 percent and the national increase was 5.7 percent. The ranking of the average salary in West Virginia remained in 13th place among the 15 SREB states.

Baccalaureate: *Institutions that award the baccalaureate degree as the highest degree.*

Bluefield State College
Concord College
Fairmont State College
Glenville State College
Shepherd College
West Liberty State College
West Virginia State College

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1988-89 and 1989-90

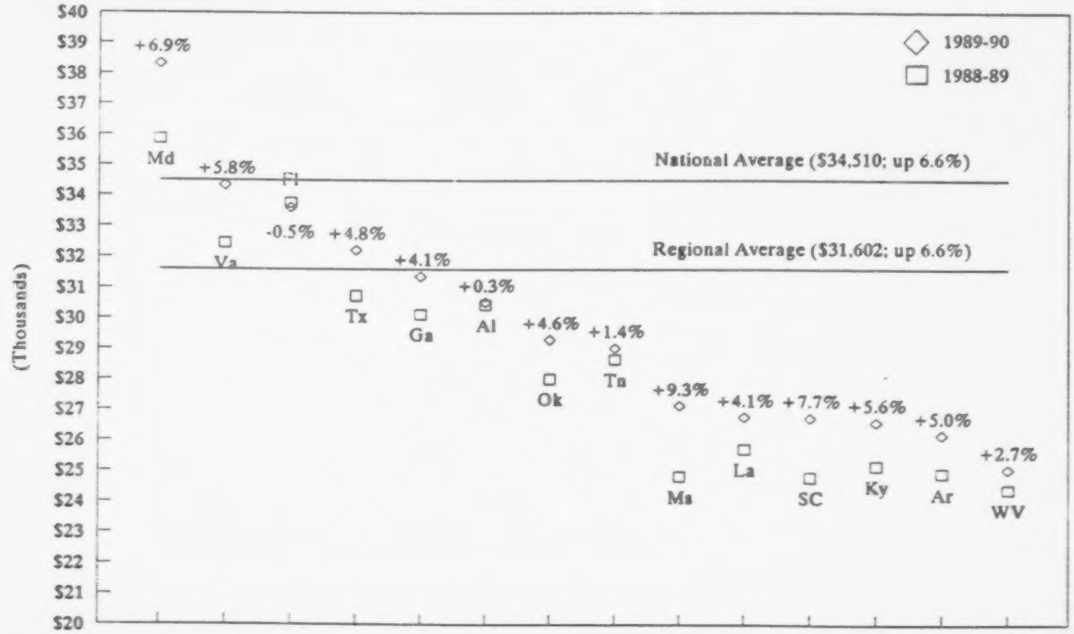


The average full-time faculty salary in West Virginia's **Baccalaureate colleges** was $28,119 in 1989-90--$4,408 less than the regional average of $32,527. Between 1988-89 and 1989-90, the average salary in West Virginia increased 2.2 percent; regionally the average rose 6.0 percent and nationally the increase was 5.8 percent. Of the 10 SREB states with Baccalaureate colleges or universities, West Virginia ranked 10th in both 1988-89 and 1989-90.

Comprehensive Two-Year Colleges: *Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.*

Parkersburg Community College
Potomac Community College of West Virginia University
Southern West Virginia Community College
West Virginia Northern Community College

Average Full-Time Faculty Salaries
Comprehensive Two-Year Colleges
United States and SREB States
1988-89 and 1989-90



In West Virginia's **Comprehensive Two-Year colleges**, the average salary of full-time faculty was $25,061 in 1989-90--$6,541 below the regional average of $31,602. Between 1988-89 and 1989-90, the average salary in West Virginia's Comprehensive Two-Year colleges increased 2.7 percent; national and regional averages increased 6.6 percent. The average salary in West Virginia remained last among the 14 SREB states reporting Comprehensive Two-Year college data.

Note: 1989-90 data for Comprehensive Two-Year Colleges in North Carolina were not available.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Postsecondary Education Institutions
United States and SREB States, 1989-90

	Doctoral									Master's						Baccalaureate			Two-Year					
	I			II			III			I			II						I			II		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$47,170		22.6	$41,420		22.2	$40,400		22.9	$42,280		23.4	$37,120		24.9	$34,160		23.6	$34,510		23.9	UNK		UNK
SREB States	44,979		22.2	41,756		22.6	37,099		24.2	36,248		22.4	34,433		24.0	32,527		22.0	31,602		23.2	$24,915		24.2
SREB States as a Percent of U.S.	95.4%			100.8%			91.8%			85.7%			92.8%			95.2%			91.6%			UNK		
Alabama	39,534	10	21.8	36,553	10	26.5	37,135	5	22.5	30,827	9	24.0	31,650	11	20.5	34,597	5	17.6	30,529	6	20.0	32,328	1	18.9
Arkansas	38,847	11	19.5	--	--	--	--	--	--	33,198	8	21.1	30,663	12	23.0	29,903	9	19.8	26,173	13	24.5	17,589	6	26.2
Florida	47,616	3	24.9	41,618	3	25.0	39,662	3	26.0	36,980	5	23.0	37,884	3	27.1	--	--	--	33,593	3	NA	NA	NA	NA
Georgia	43,072	8	27.9	46,573	2	26.0	--	--	--	--	--	--	35,114	7	30.9	34,221	6	30.0	31,374	5	29.1	28,773	3	25.7
Kentucky	42,007	9	19.6	39,761	7	20.6	--	--	--	34,164	7	23.0	32,475	10	22.0	--	--	--	26,583	12	21.1	23,163	4	16.1
Louisiana	38,707	12	21.6	--	--	--	32,027	9	21.4	--	--	--	30,043	14	20.4	--	--	--	26,764	10	21.8	20,853	5	NA
Maryland	49,540	2	24.4	--	--	--	41,556	2	24.9	41,246	2	25.7	40,961	1	25.2	38,169	2	24.4	38,310	1	29.0	--	--	--
Mississippi	--	--	--	38,043	9	19.1	29,698	10	17.9	--	--	--	26,420	15	22.4	--	--	--	27,132	9	21.6	--	--	--
North Carolina	45,998	5	18.3	39,947	6	19.6	38,570	4	20.5	38,627	3	20.6	37,529	4	21.0	36,628	4	21.5	--	--	--	--	--	--
Oklahoma	38,615	13	23.4	--	--	--	--	--	--	38,145	4	21.2	32,946	9	21.3	32,298	8	19.3	29,308	7	22.5	29,220	2	24.3
South Carolina	43,624	7	18.1	40,452	5	19.3	32,755	8	20.1	--	--	--	35,467	6	20.3	32,978	7	19.7	26,724	11	19.6	--	--	--
Tennessee	43,910	6	25.9	39,400	8	21.0	36,391	7	31.7	--	--	--	36,242	5	25.4	--	--	--	29,038	8	22.4	NA	NA	NA
Texas	47,211	4	NA	40,580	4	NA	36,456	6	NA	36,301	6	NA	34,105	8	NA	36,967	3	NA	32,215	4	NA	NA	NA	NA
Virginia	51,124	1	22.4	46,679	1	23.5	51,407	1	22.1	42,619	1	25.1	39,211	2	24.7	38,616	1	26.0	34,338	2	25.9	--	--	--
West Virginia	37,043	14	17.9	--	--	--	--	--	--	30,623	10	23.5	30,479	13	23.4	28,119	10	23.9	25,061	14	24.9	NA	NA	NA

"UNK"
"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB-State Data Exchange; American Association of University Professors.

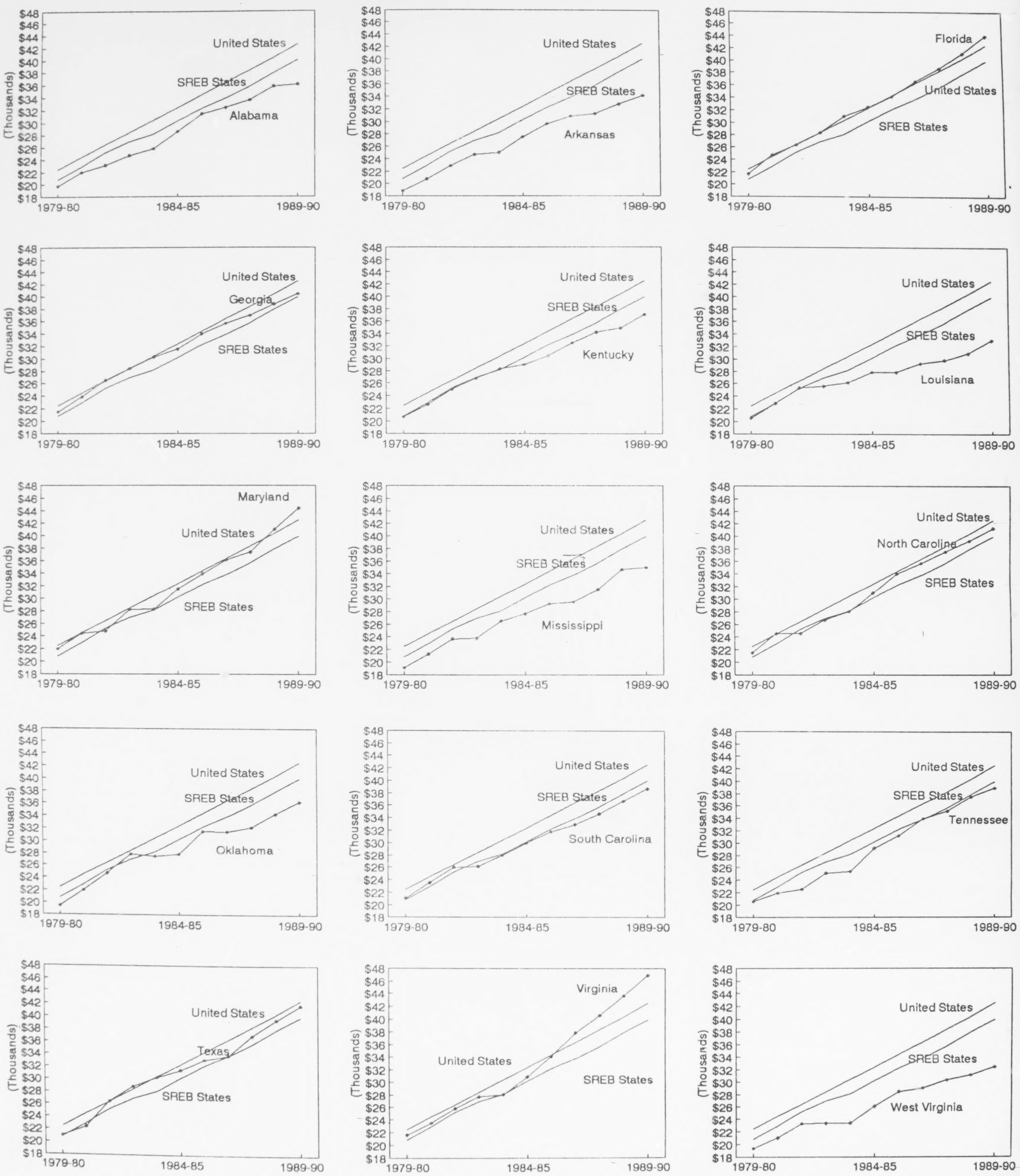
Summary of Institutions Reclassified
1988-89 to 1989-90

Institution	1988-89 Category	1989-90 Category
Alabama A&M	Doctoral III	Master's I
Muscle Shoals Community College (Alabama)	Two-Year II	Two-Year I
Florida A & M University	Master's II	Doctoral III
Florida International University	Master's I	Doctoral III
University of Maryland Eastern Shore	Master's II	Doctoral III
Cameron University (Oklahoma)	Baccalaureate	Master's II
OSU Technical Branch-Oklahoma City	Two-Year I	Two-Year II
OSU Technical Branch Okmulgee (Oklahoma)	Two-Year I	Two-Year II
Lamar University (Texas)	Doctoral III	Master's I
Stephen F. Austin State University (Texas)	Master's I	Doctoral III
The University of Texas at El Paso	Master's I	Doctoral III

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1979-80 to 1989-90



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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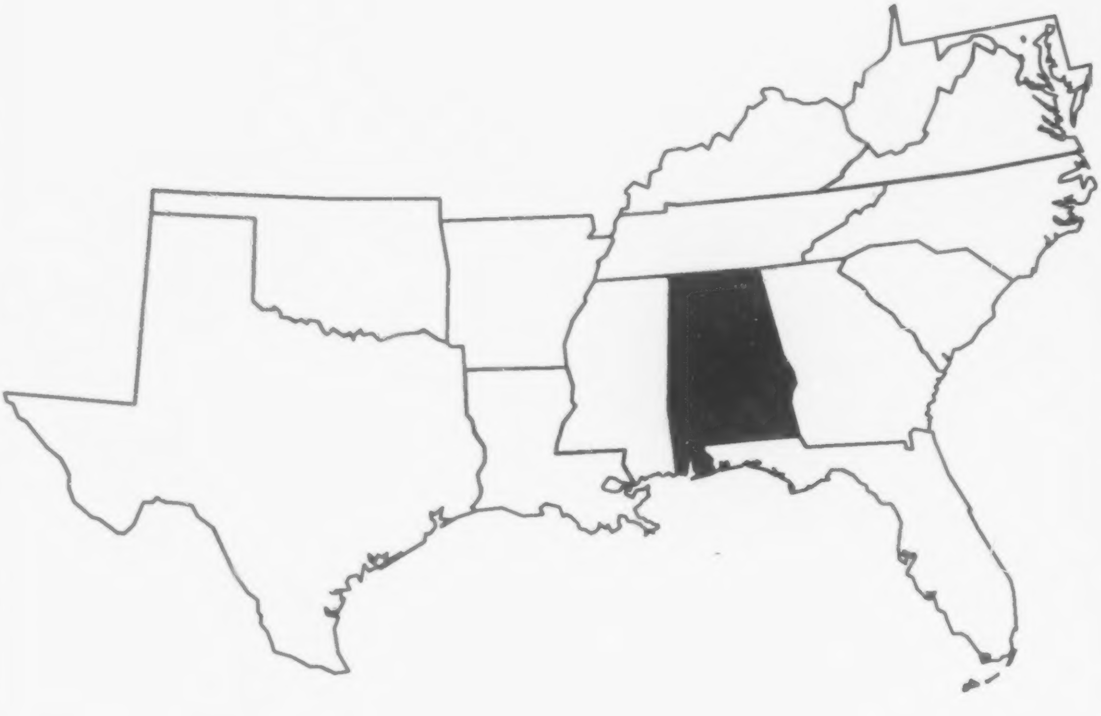
ALABAMA

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91



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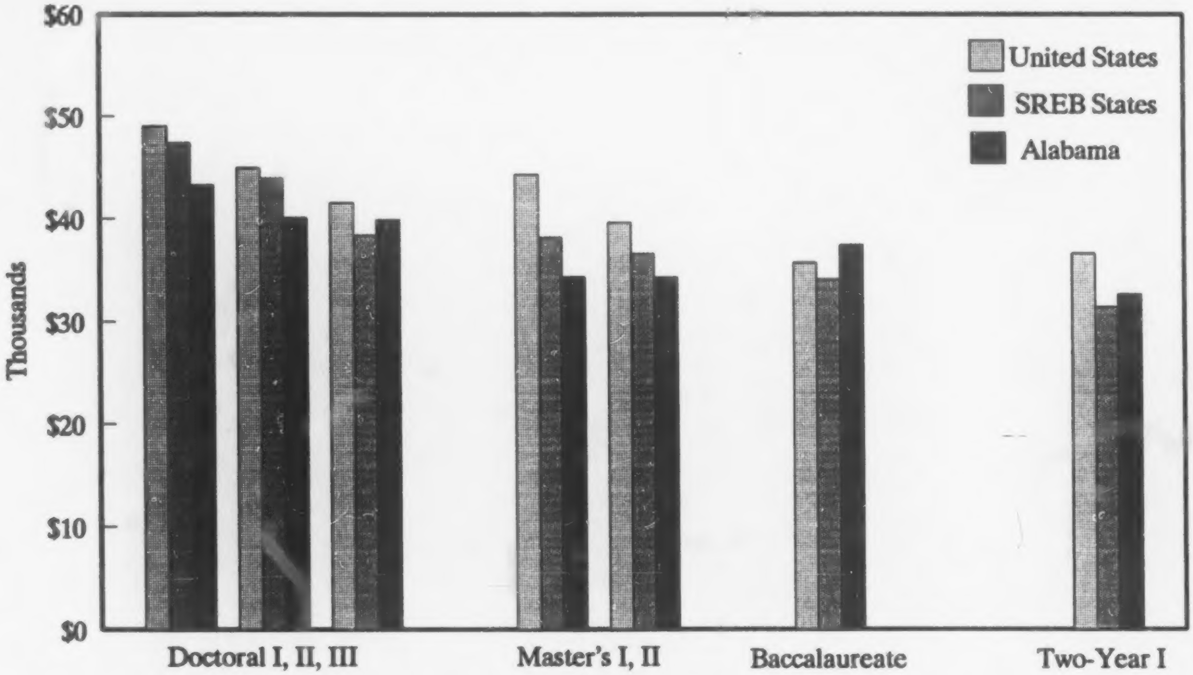
Faculty Salary Trends and Latest Comparisons to National and SREB Averages

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



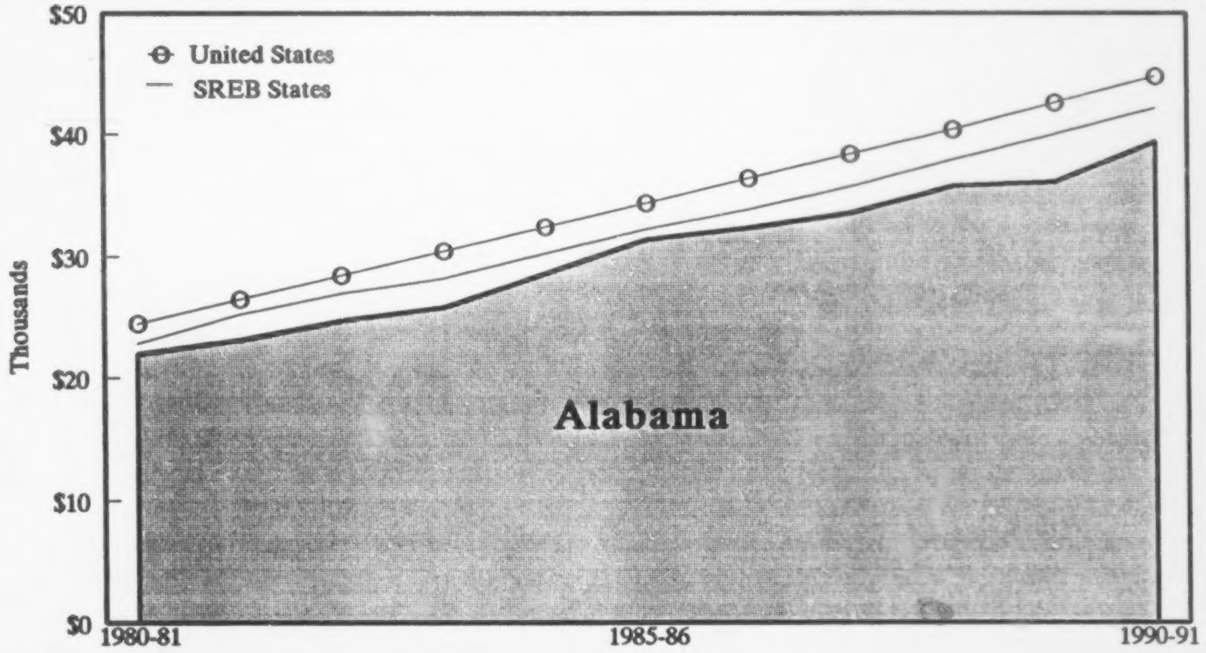
ALABAMA HIGHLIGHTS

1990-91 Full-Time Faculty Salary Rankings and Changes Since 1989-90

- **The Doctoral I Universities rank 11th among 15 states, compared to 10th among 14 states in 1989-90.**
- **The Doctoral II University ranks 10th among 12 states, compared to 10th among 10 states in 1989-90.**
- **The Doctoral III Universities rank 4th among 9 states, compared to 5th among 10 states in 1989-90.**
- **The Master's I Universities rank 11th among 11 states, compared to 9th among 10 states in 1989-90.**
- **The Master's II Universities rank 12th among 15 states, compared to 11th among 15 states in 1989-90.**
- **The Baccalaureate College ranks 5th among 11 states, compared to 5th among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 5th among 15 states, compared to 6th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges*
1980-81 to 1990-91

The average faculty salary in Alabama's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Alabama's higher education institutions with four-year programs went up 79 percent, compared to the regional average increase of 84 percent and an 83 percent national increase. Ten years ago the average salary in Alabama's public four-year universities and colleges stood at 96 percent of the regional average; by 1990-91, it had dropped to 93 percent of the regional average, and Alabama ranked 10th among the 15 SREB states, up from 11th in 1980-81.



Of the 14 other SREB states, six had salaries increase at the same or a higher rate than Alabama over the last 10 years. In 1990-91, full-time faculty in Alabama's public four-year universities and colleges, on average, earned $39,344--$2,787 less than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) have average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) are above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.05 in Alabama for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Alabama's salaries to equal the 1990-91 regional average. The average salary in Alabama actually increased only $0.90 for every $1.00 increase in the regional average during that time.

---

* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

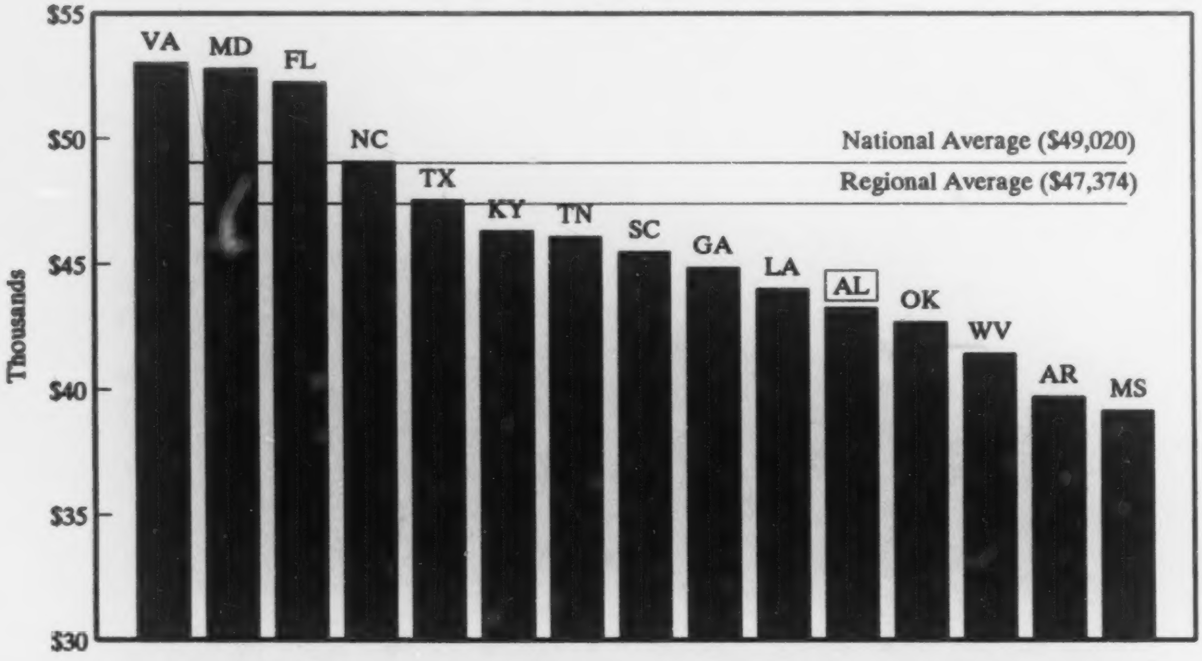
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Alabama is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Alabama Doctoral I Universities

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

Auburn University
University of Alabama

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



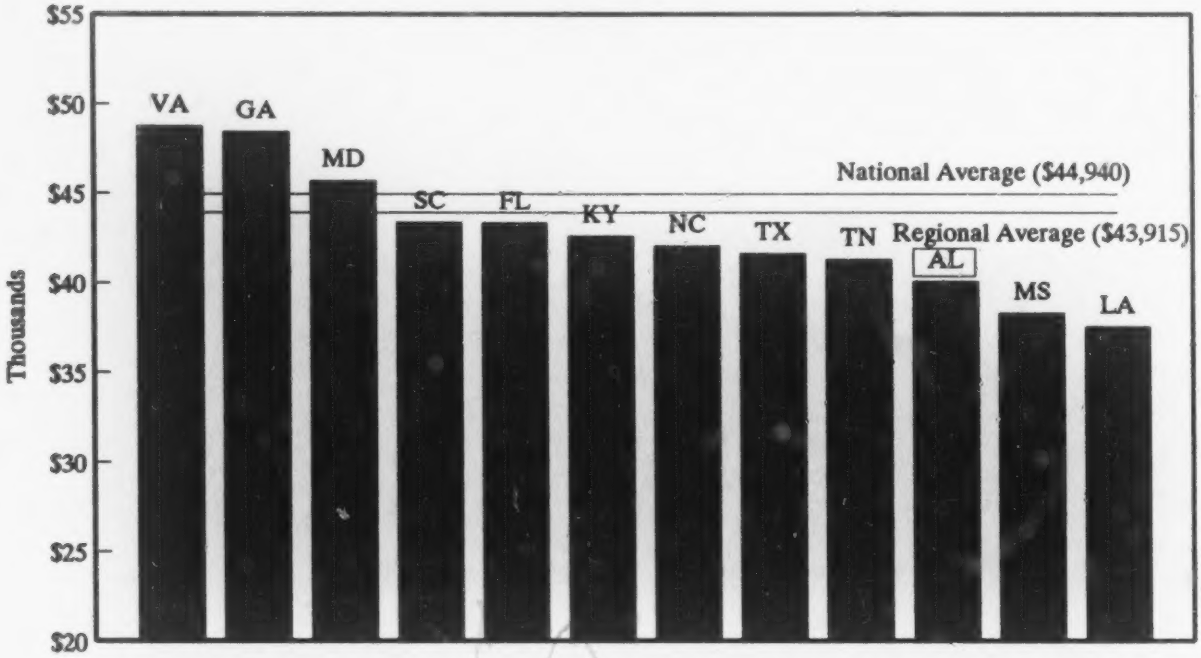
The average full-time faculty salary in Alabama's Doctoral I universities was $43,245 in 1990-91--$4,129 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Alabama's Doctoral I universities increased 9.4 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Alabama's Doctoral I universities rank 11th among the 15 SREB states with this type of university, down from 10th of 14 in 1989-90. The one-year rate of salary increase in four of the other SREB states was greater than in Alabama.

Alabama Doctoral II Universities

Institutions awarding at least 30 doctoral degrees, which are distributed among at least five broad program areas.

University of Alabama at Birmingham

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



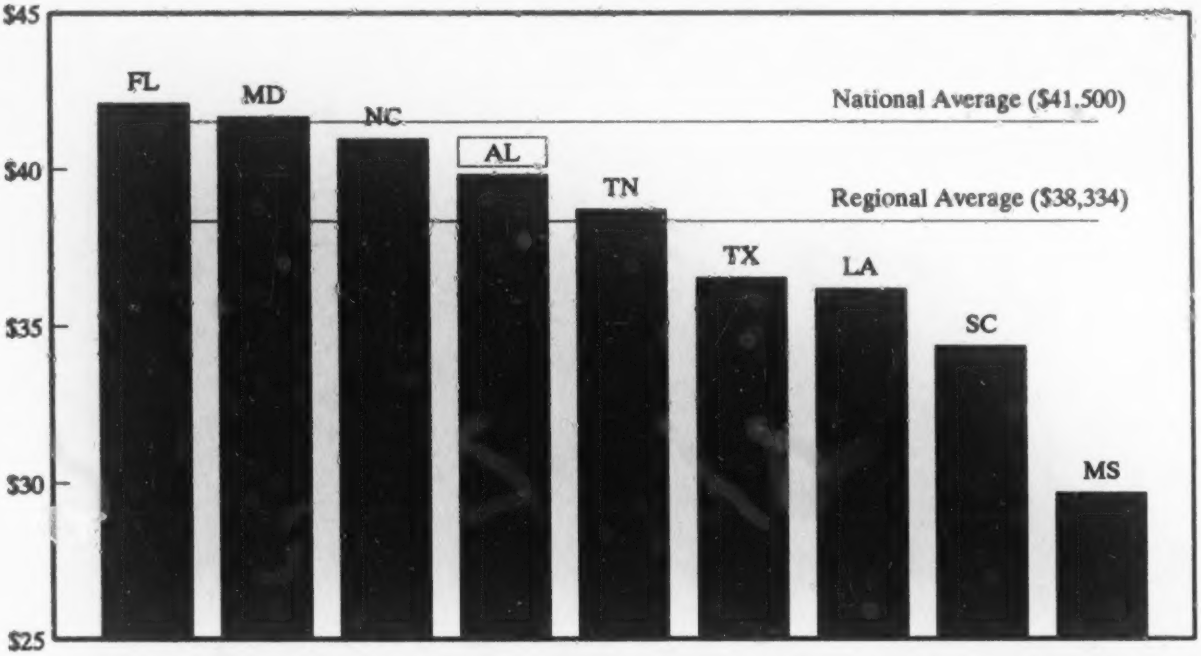
The average full-time faculty salary at Alabama's Doctoral II university in 1990-91 was $40,040--$3,875 below the $43,915 regional average. The average salary at Alabama's Doctoral II university increased 9.5 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. Alabama's Doctoral II university ranked 10th among the 12 SREB states with this type of university. One-year percent increases in none of the other 11 SREB states with this type of university were greater than Alabama's.

Alabama Doctoral III Universities

Institutions awarding at least one doctoral degree.

University of Alabama in Huntsville
University of South Alabama

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1990-91



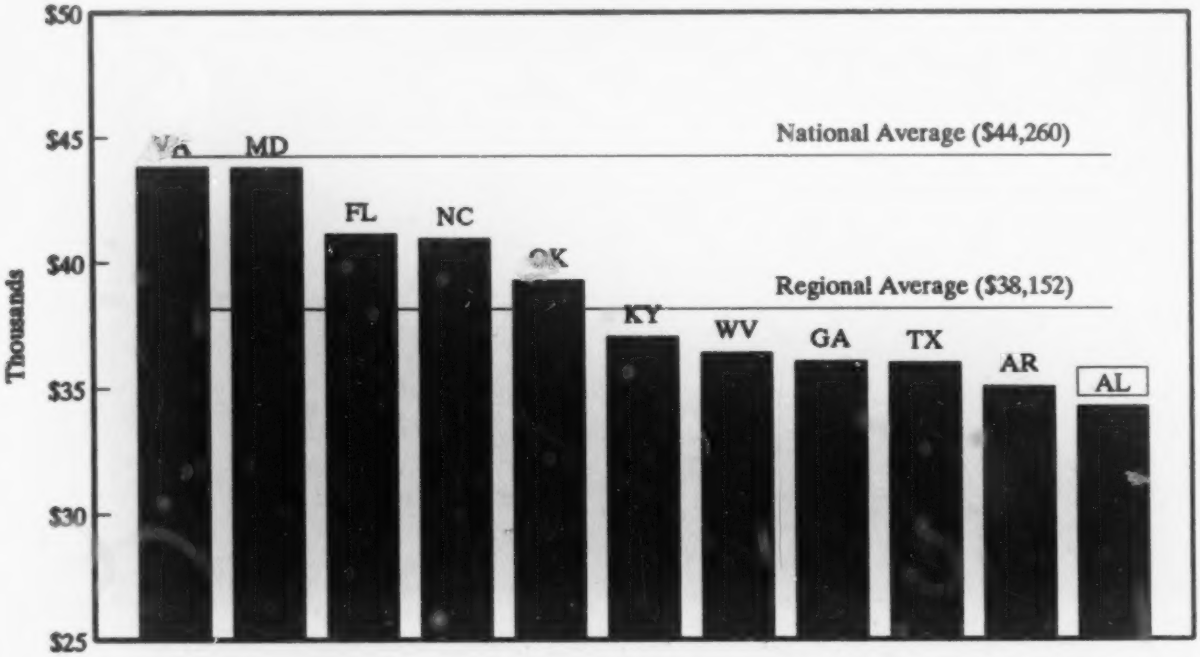
At the Doctoral III universities in Alabama, the average full-time instructional faculty salary was $39,809 in 1990-91--$1,475 above the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in Alabama rose 7.2 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the nine SREB states with Doctoral III universities, Alabama's average salary ranked 4th in 1990-91, up from 5th of 10 the previous year. Only one of the other SREB states with this type of university had a one-year percent increase greater than Alabama's.

Alabama Master's I Universities

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

Alabama Agricultural & Mechanical University
Jacksonville State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



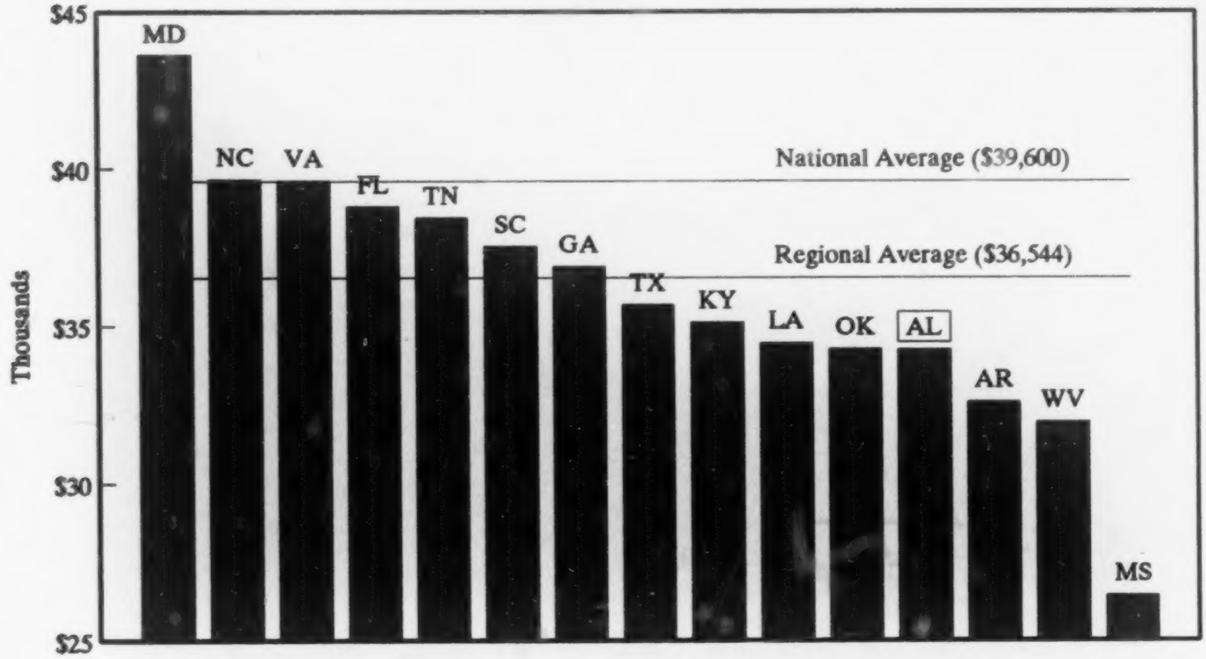
In 1990-91, the average full-time faculty salary at Alabama's Master's I universities was $34,272--$3,880 below the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in Alabama rose 11.2 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Alabama's Master's I universities ranked 11th among the 11 SREB states having this type of institution, compared to 9th of 10 in 1989-90. Only two other SREB states had a one-year percent increase equal to or greater than the increase in Alabama's Master's I universities.

Alabama Master's II Universities

Institutions awarding at least one but less than 100 master's, education specialist, or post-master's degree or certificate.

Alabama State University
Auburn University at Montgomery
Livingston University
Troy State University Main Campus
Troy State University at Dothan/Ft. Rucker
Troy State University in Montgomery
University of Montevallo
University of North Alabama

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



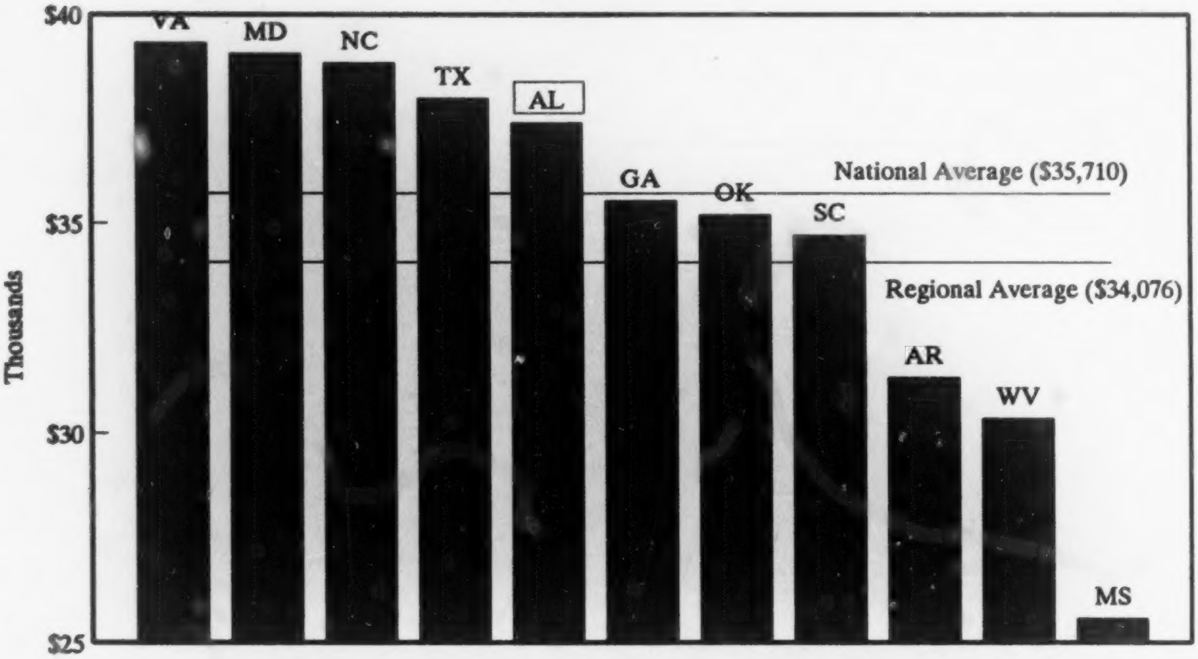
The average full-time faculty salary in 1990-91 at Alabama's Master's II universities was $34,243--$2,301 less than the regional average of $36,544. The average salary in Alabama's Master's II universities rose 8.2 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Alabama was 12th among the 15 SREB states, down from 11th in 1989-90. In only one of the other states was the one-year rate of salary increase higher.

Alabama's Baccalaureate College

Institutions that award the baccalaureate degree as the highest degree.

Athens State College

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



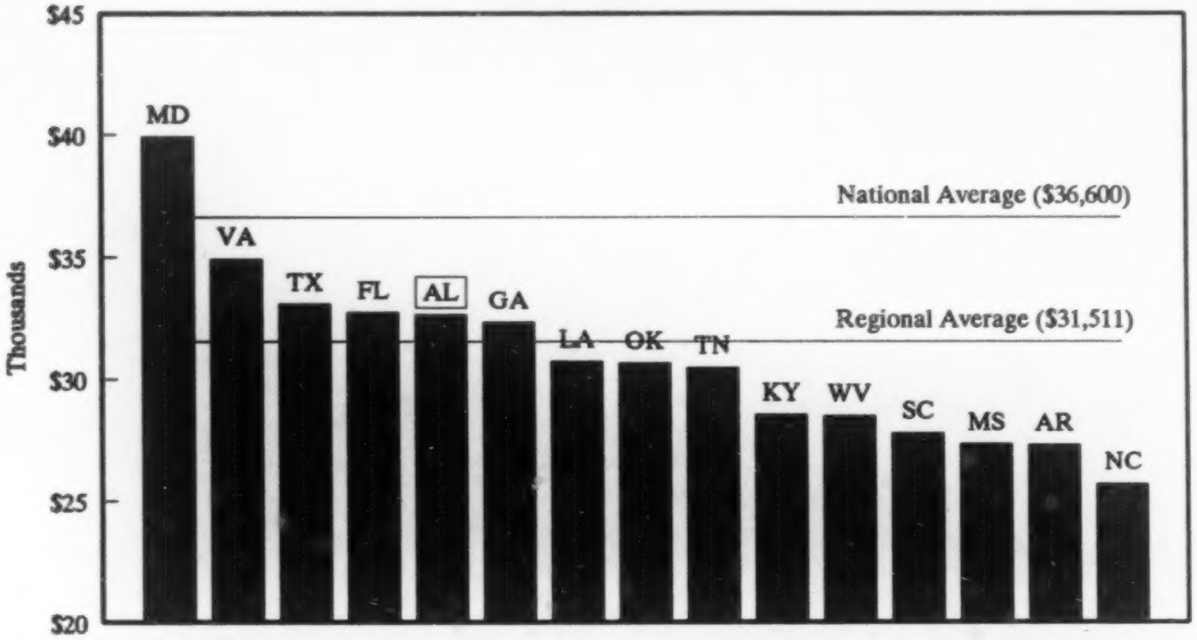
The average full-time faculty salary in Alabama's Baccalaureate college was $37,395 in 1990-91--$3,514 more than the regional average of $33,881. Between 1989-90 and 1990-91, the average salary in Alabama rose 8.1 percent; regionally the average rose 4.2 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, Alabama ranked 4th in 1990-91, up from 5th in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in only one of the other SREB states increased more than in Alabama.

Alabama's Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses; some certificates and diplomas may also be awarded.

Brewer State Junior College
Central Alabama Community College
Chattahoochee Valley Community College
Community College of Gadsden
Enterprise State Junior College
Faulkner State Junior College
George C. Wallace State Community College at Dothan
George C. Wallace State Community College at Selma
Jefferson Davis State Junior College
Jefferson State Community College
John C. Calhoun State Commmunity College
Lawson State Community College
Lurleen B. Wallace State Junior College
Northeast Alabama State Junior College
Northwest Community College
Patrick Henry State Junior College
Shelton State Community College
Shoals Community College
Snead State Junior College
Southern Union State Junior College
S. D. Bishop State Community College
Wallace State Community College at Hanceville

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Institutions
1990-91



In Alabama's Comprehensive Two-Year colleges, the average salary of full-time faculty was $32,615 in 1990-91--$1,104 above the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Alabama's Comprehensive Two-Year colleges increased 6.8 percent; the regional average increased 3.5 percent, and the national average rose 6.1 percent. The average salary in Alabama ranked 5th among the 15 SREB states reporting Comprehensive Two-Year college data, up from 6th the previous year. In four of the 15 states, the one-year percent increases were greater than in Alabama.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990-91

	Doctoral									Master's						Baccalaureate			Two-Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	--	--	--	37,026	6	25.9	35,115	9	24.1	--	--	--	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	--	--	--	34,463	10	28.1	--	--	--	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	--	--	--	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	--	--	--	--	--	--	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
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Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	--	--	--	38,429	5	23.9	--	--	--	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	--	--	--	--	--	--	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

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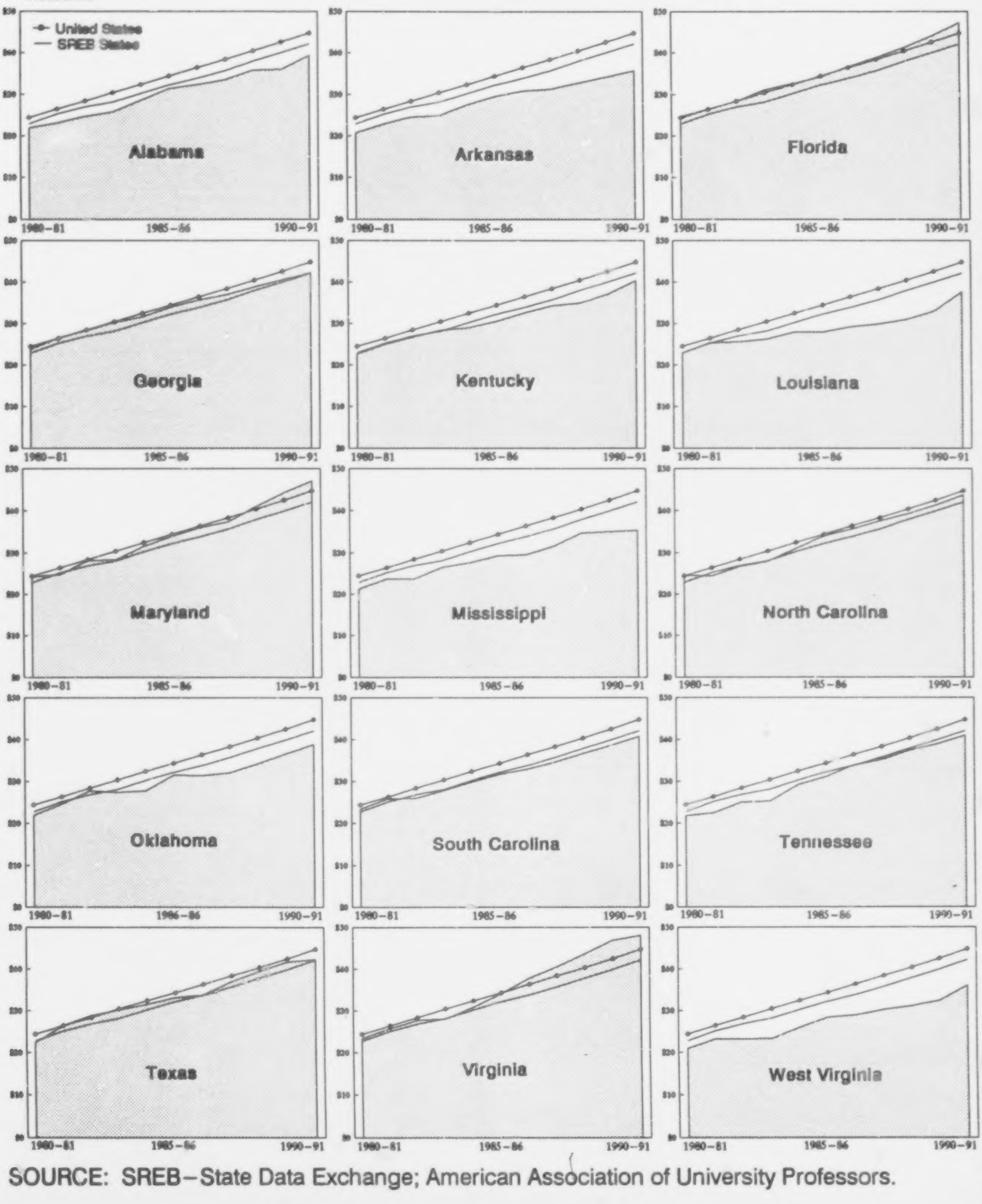
Summary of Institutions Reclassified
1989-90 to 1990-91

Institution	1989-90 Category	1990-91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland-Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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ARKANSAS

Public College and University Faculty Salaries Compared to National and SREB Averages

1990-91

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FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

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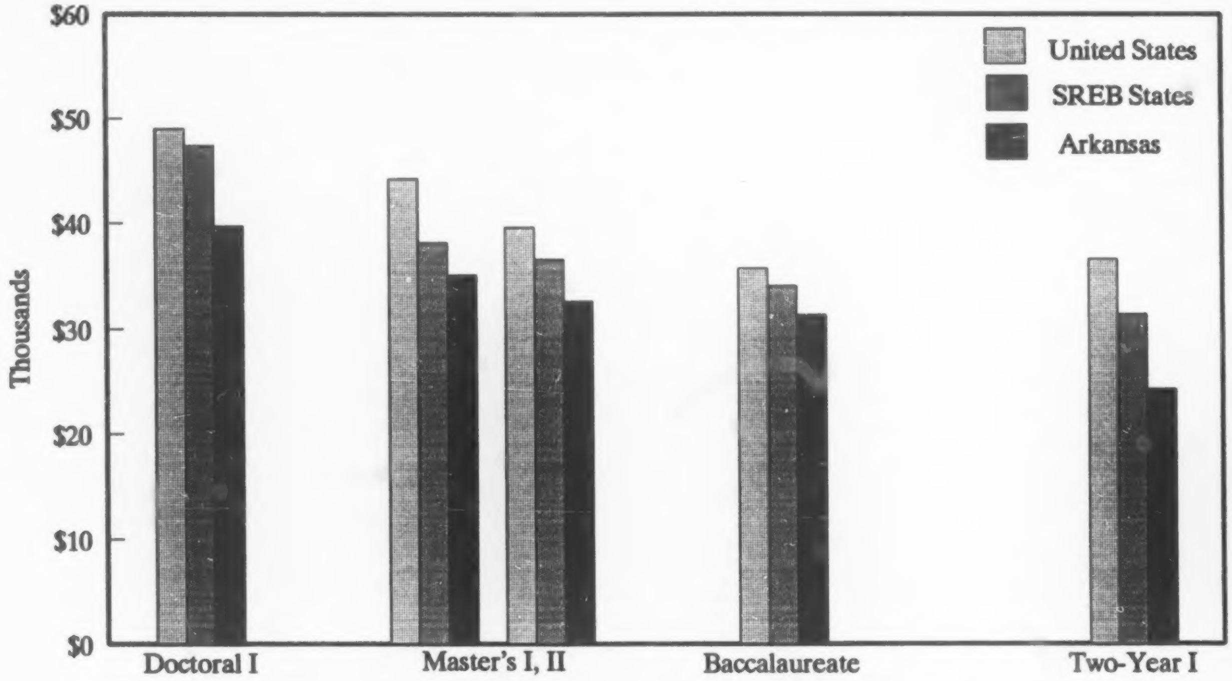


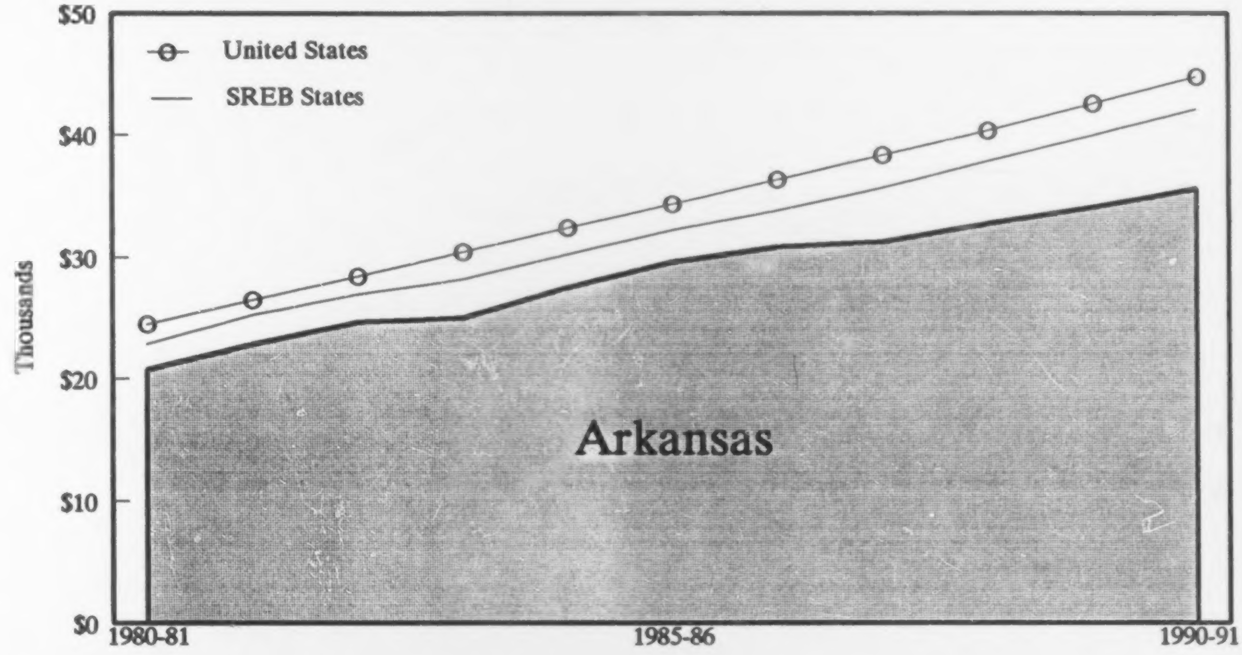
ARKANSAS HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Arkansas and Changes Since 1989-90

- **The Doctoral I University ranks 14th among 15 states, compared to 12th among 14 states in 1989-90.**
- **The Master's I Universities rank 10th among 11 states, compared to 8th among 10 states in 1989-90.**
- **The Master's II Universities rank 13th among 15 states, compared to 12th among 15 states in 1989-90.**
- **The Baccalaureate Colleges rank 9th among 11 states, compared to 9th among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 14th among 15 states, compared to 13th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges*
1980-81 to 1990-91

The average faculty salary in Arkansas' public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Arkansas' higher education institutions with four-year programs went up 72 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Arkansas' public four-year universities and colleges stood at 91 percent of the regional average; by 1990-91 it had dropped to 85 percent of the regional average. Arkansas ranked 14th among the 15 SREB states, up from 15th in 1980-81.



Of the 14 other SREB states, 11 had salaries increase at a higher rate than Arkansas over the last 10 years. In 1990-91, full-time faculty in Arkansas' public four-year universities and colleges, on average, earned $35,657--$6,474 less than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and and regional averages rise. For example, it would have taken an increase of $1.11 in Arkansas for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Arkansas' salaries to equal the 1990-91 regional average. The average salary in Arkansas actually increased $0.77 for every $1.00 increase in the regional average during that time.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

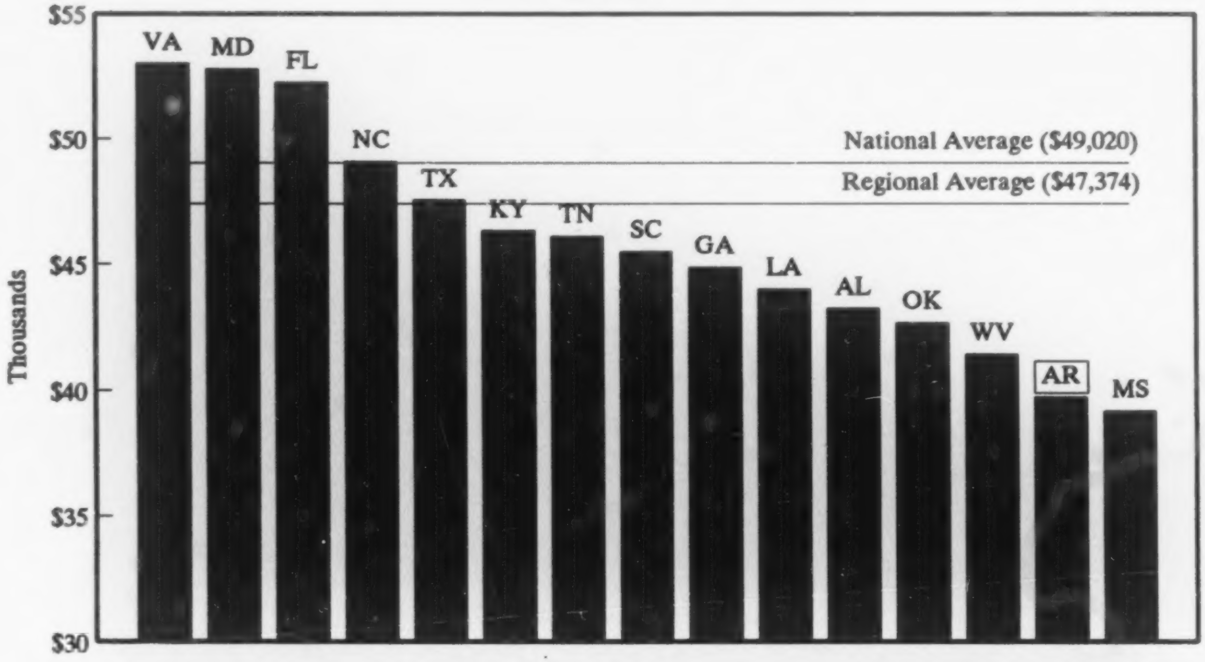
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Arkansas is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Arkansas Doctoral I Universities

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

University of Arkansas-Fayetteville

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



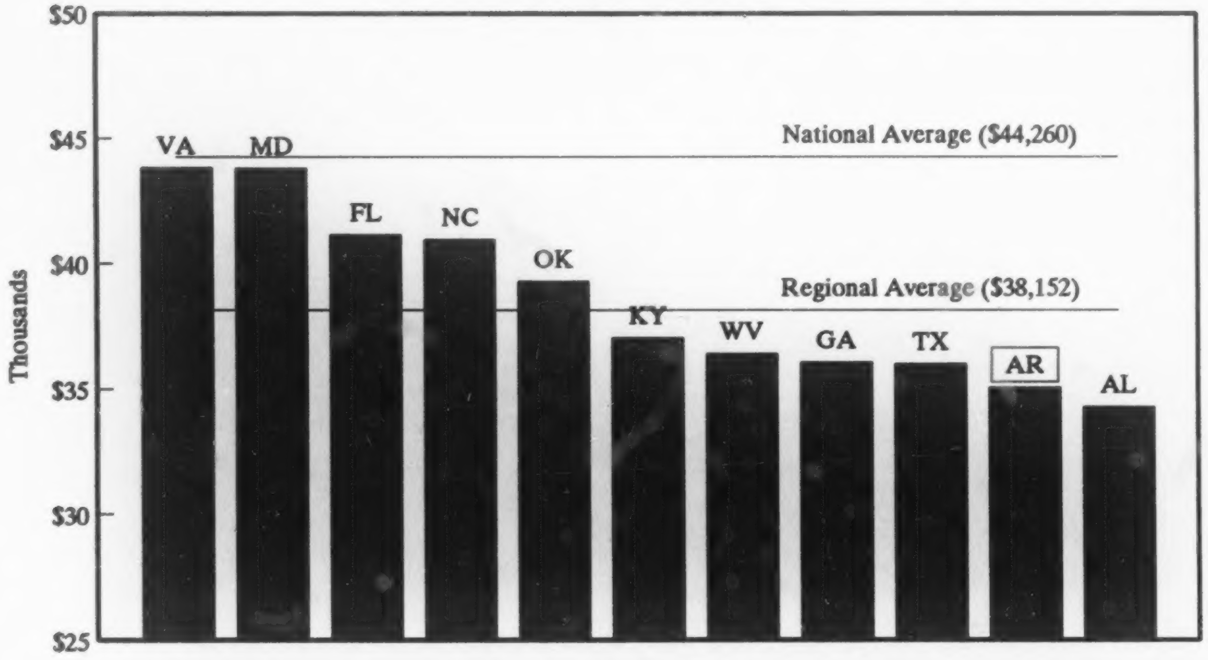
The average full-time faculty salary in Arkansas' Doctoral I university was $39,716 in 1990-91--$7,658 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Arkansas' Doctoral I university increased 2.2 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Arkansas' Doctoral I university ranks 14th among the 15 SREB states with this type of university, down from 12 of 14 in 1989-90. The one-year rate of salary increase in all but one of the other SREB states was greater than in Arkansas.

Master's I Universities

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

Arkansas State University-Jonesboro
University of Arkansas-Little Rock
University of Central Arkansas[1]

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



In 1990-91, the average full-time faculty salary at Arkansas' Master's I universities was $35,061--$3,091 below the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in Arkansas grew 5.6 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Arkansas' Master's I universities dropped to 10th place among the 11 SREB states having this type of institution--down from 8th among 10 states in 1989-90. Six states had one-year increases larger than Arkansas'.

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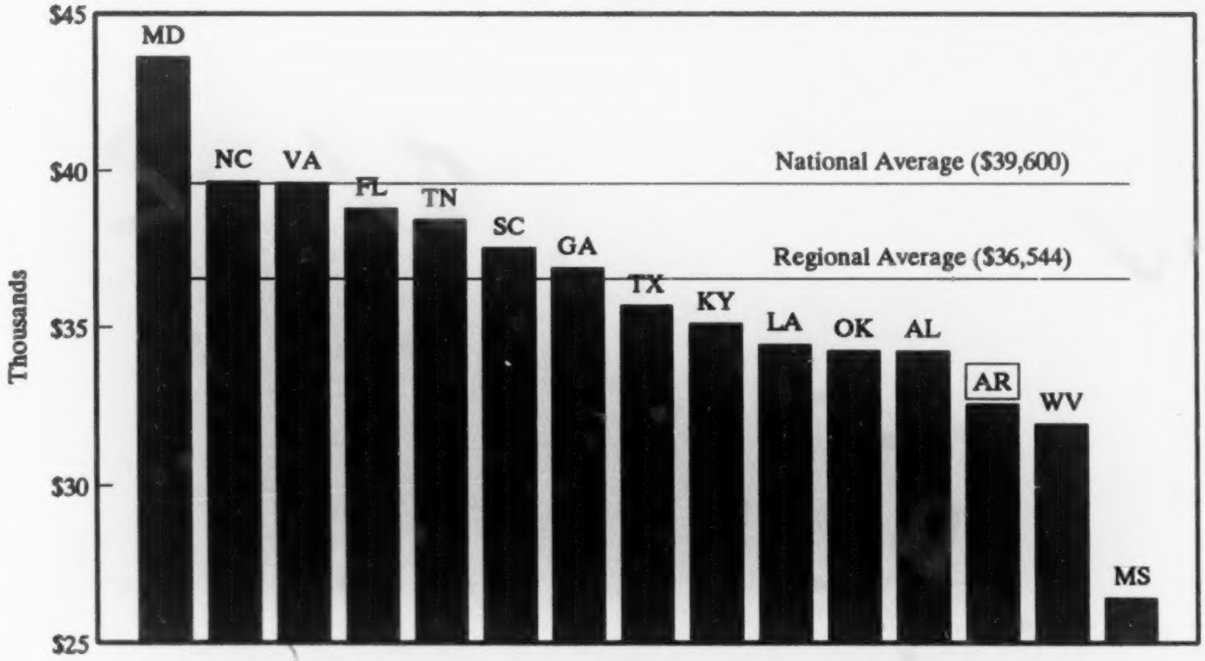
[1] This institution meets the criteria for Master's II as it awarded master's degrees in 9 broad program areas. It is included in this category due to special circumstances at the request of the Arkansas Department of Higher Education.

Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Arkansas Technical University
Henderson State University
Southern Arkansas University-Magnolia

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



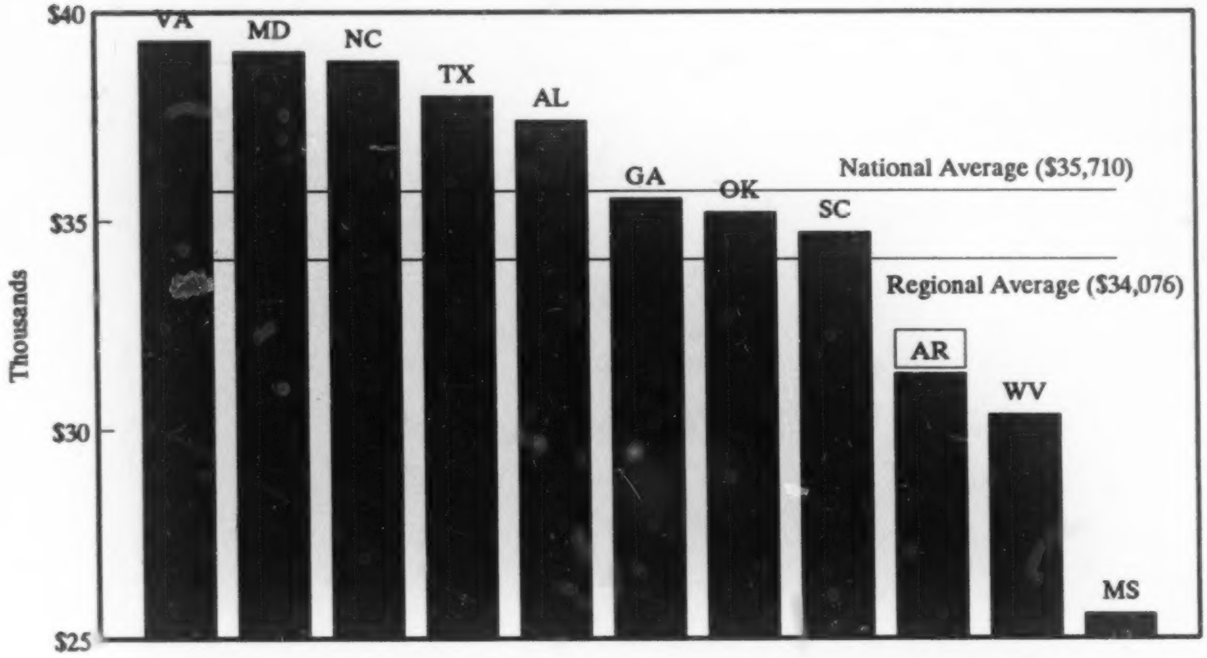
The average full-time faculty salary in 1990-91 at Arkansas' Master's II universities was $32,577--$3,967 less than the regional average of $36,544. The average salary in Arkansas' Master's II universities rose 6.2 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Arkansas dropped to 13th place among the 15 SREB states, down from 12th in 1989-90. In four of the other states the one-year rate of salary increase was higher.

Baccalaureate Colleges

Institutions that award the baccalaureate degree as the highest degree.

University of Arkansas-Monticello
University of Arkansas-Pine Bluff

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



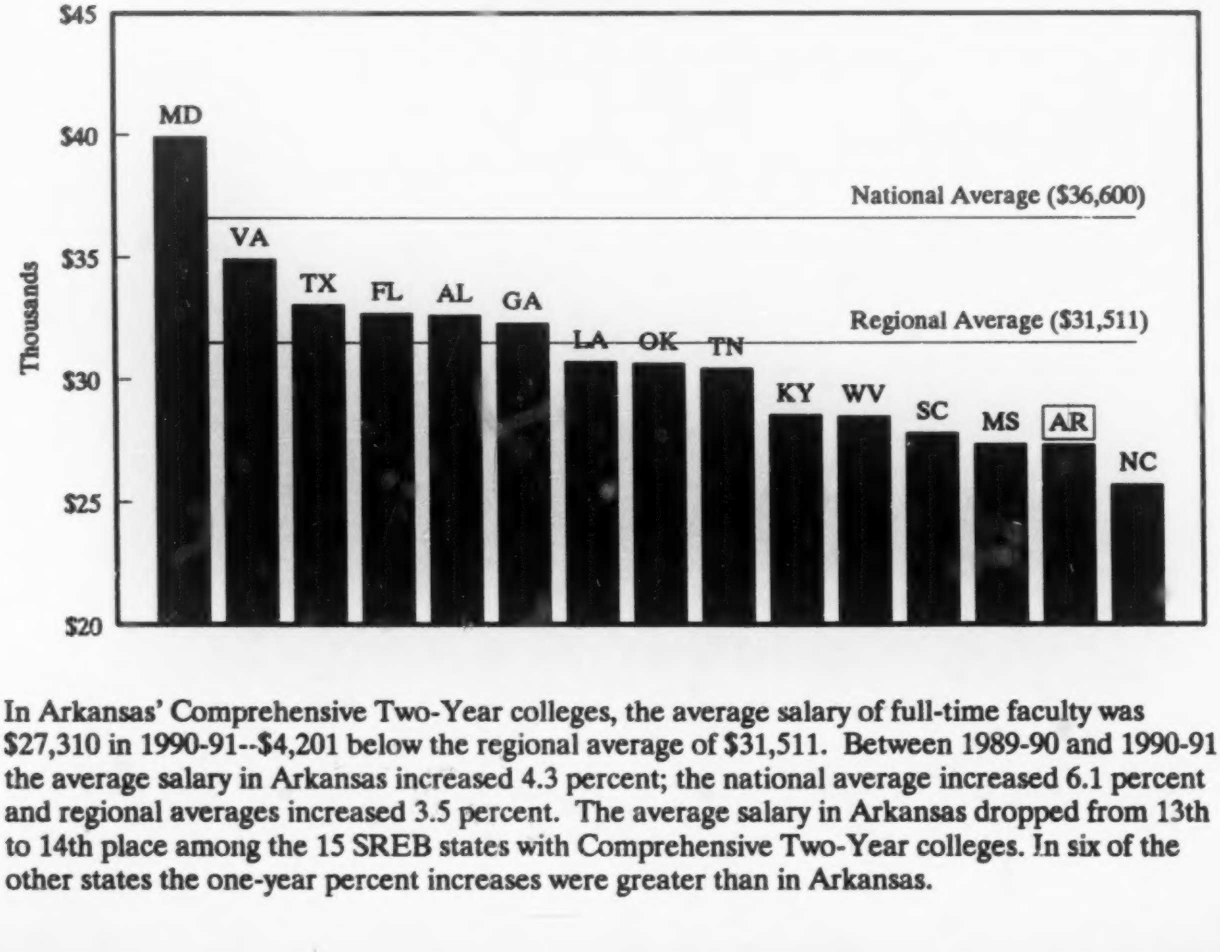
The average full-time faculty salary in Arkansas' Baccalaureate colleges was $31,320 in 1990-91--$2,756 less than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in Arkansas increased 4.7 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, Arkansas ranked 9th. The average salary of faculty in Baccalaureate colleges or universities in five of the other SREB states increased more than in Arkansas.

Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Arkansas State University-Beebe
East Arkansas Community College
Garland County Community College
Mississippi County Community College
North Arkansas Community College
Phillips County Community College
Rich Mountain Community College
Southern Arkansas University-El Dorado
Southern Arkansas University-Technical Branch
Westark Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Arkansas' Comprehensive Two-Year colleges, the average salary of full-time faculty was $27,310 in 1990-91--$4,201 below the regional average of $31,511. Between 1989-90 and 1990-91 the average salary in Arkansas increased 4.3 percent; the national average increased 6.1 percent and regional averages increased 3.5 percent. The average salary in Arkansas dropped from 13th to 14th place among the 15 SREB states with Comprehensive Two-Year colleges. In six of the other states the one-year percent increases were greater than in Arkansas.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	––	––	––	––	––	––	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	––	––	––	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	––	––	––	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	––	––	––	37,026	6	25.9	35,115	9	24.1	––	––	––	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	––	––	––	34,463	10	28.1	––	––	––	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	––	––	––	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	––	––	––	––	––	––	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	––	––	––	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	––	––	––	38,429	5	23.9	––	––	––	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	––	––	––	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	––	––	––	––	––	––	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"––" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

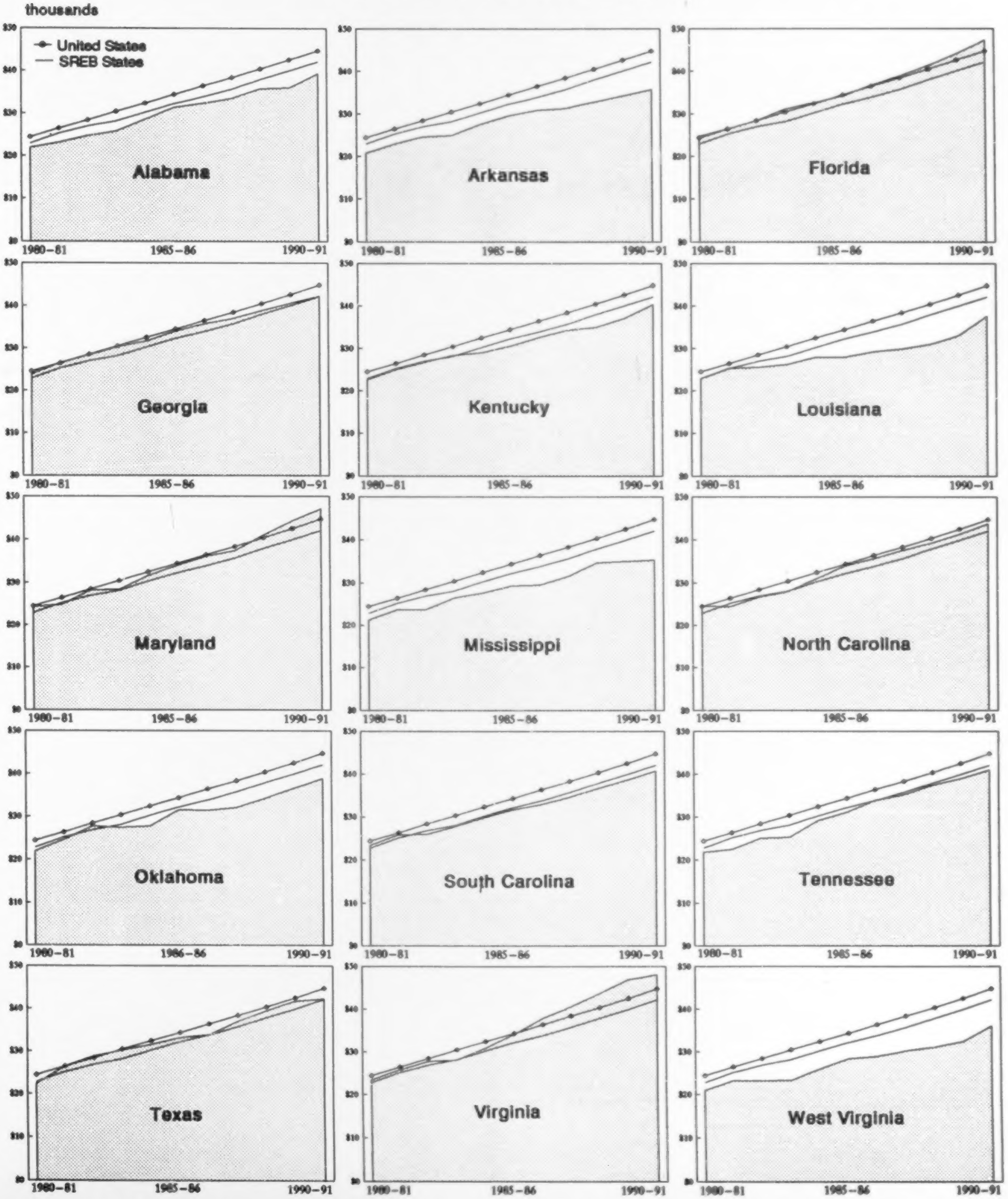
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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FLORIDA

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

Data for postsecondary vocational-technical institutions are not presented in this report. Due to reorganization in a number of states, four of six states with this type of institution have not provided faculty salary data. This report is based on the July 1, 1991 revision of the ***SREB-State Data Exchange, 1990-91.***

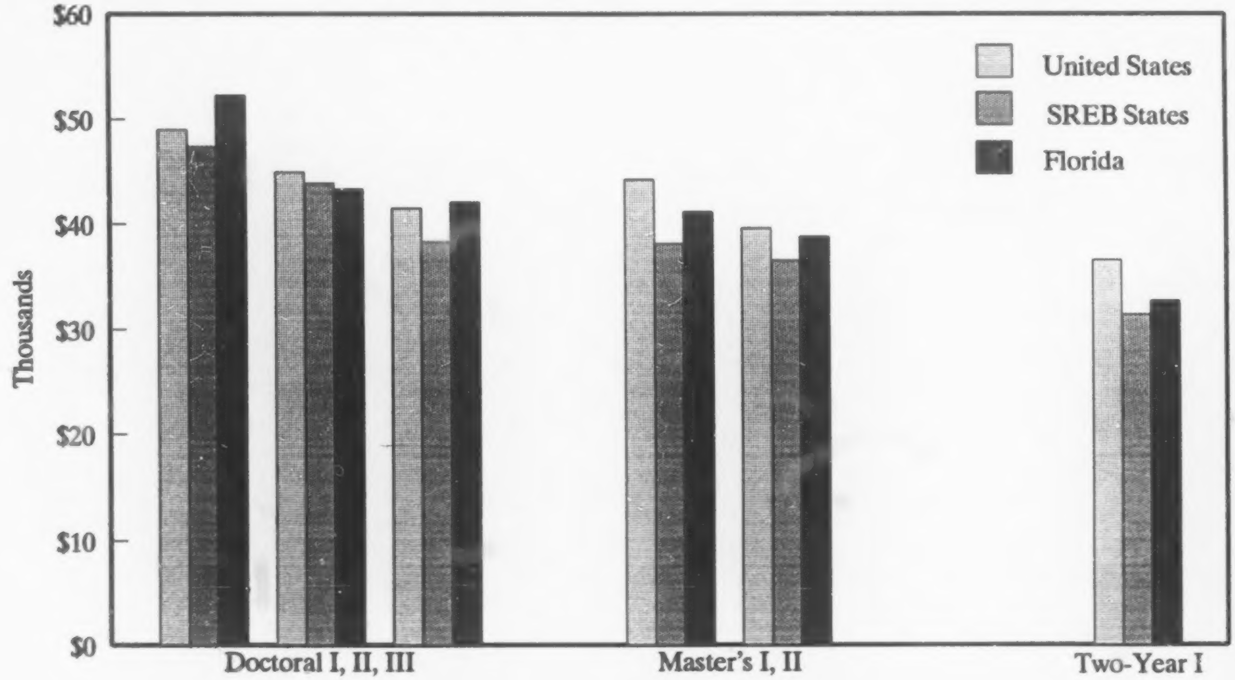
*The complete **SREB-State Data Exchange, 1990-91** contains faculty salary data and data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (professor, associate professor, etc.). Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tutition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid. Updates are provided as necessary.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

*For further information about this report or the **SREB-State Data Exchange**, contact Joe Marks, Associate Director for Data Services.*

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



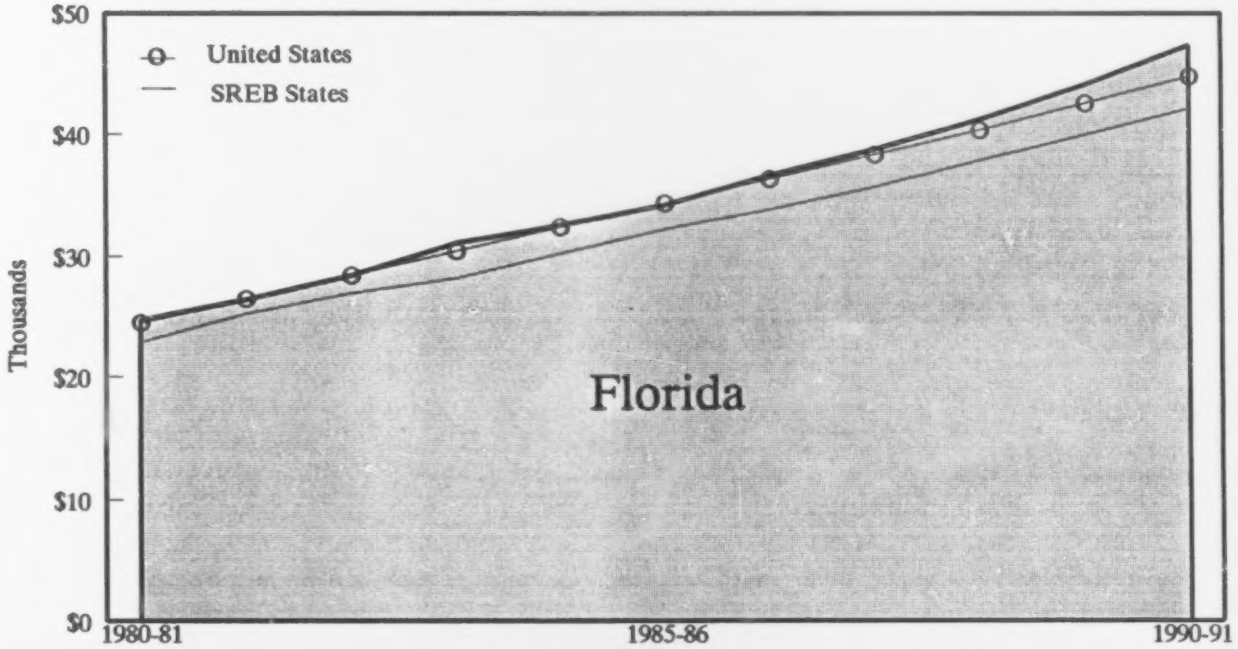
FLORIDA HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Florida and Changes Since 1989-90

- **The Doctoral I Universities rank 3rd among 15 states, compared to 3rd among 14 states in 1989-90.**
- **The Doctoral II University ranks 5th among 12 states, compared to 3rd among 10 states in 1989-90.**
- **The Doctoral III Universities rank 1st among 9 states, compared to 3rd among 10 states in 1989-90.**
- **The Master's I Universities rank 3rd among 11 states, compared to 5th among 10 states in 1989-90.**
- **The Master's II Universities rank 4th among 15 states, compared to 3rd among 15 states in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 4th among 15 states, compared to 5th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges
1980-81 to 1990-91

The average faculty salary in Florida's public four-year universities and colleges (taken as a group) gained ground on the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Florida's higher education institutions with four-year programs went up 91 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Florida's public four-year universities and colleges stood at 108 percent of the regional average; by 1990-91 it had grown to 112 percent of the regional average, and Florida ranked 2nd among the 15 SREB states.



Of the 14 other SREB states, only two had salaries increase at the same or a higher rate than Florida over the last 10 years. In 1990-91, full-time faculty in Florida's public four-year universities and colleges, on average, earned $47,298--$5,167 more than the regional average of $42,131. Only 3 SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken only an increase of $0.90 for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Florida's salaries to have fallen to the 1990-91 regional average. The average salary in Florida actually increased $1.17 for every $1.00 increase in the regional average from 1980-81 to 1990-91.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

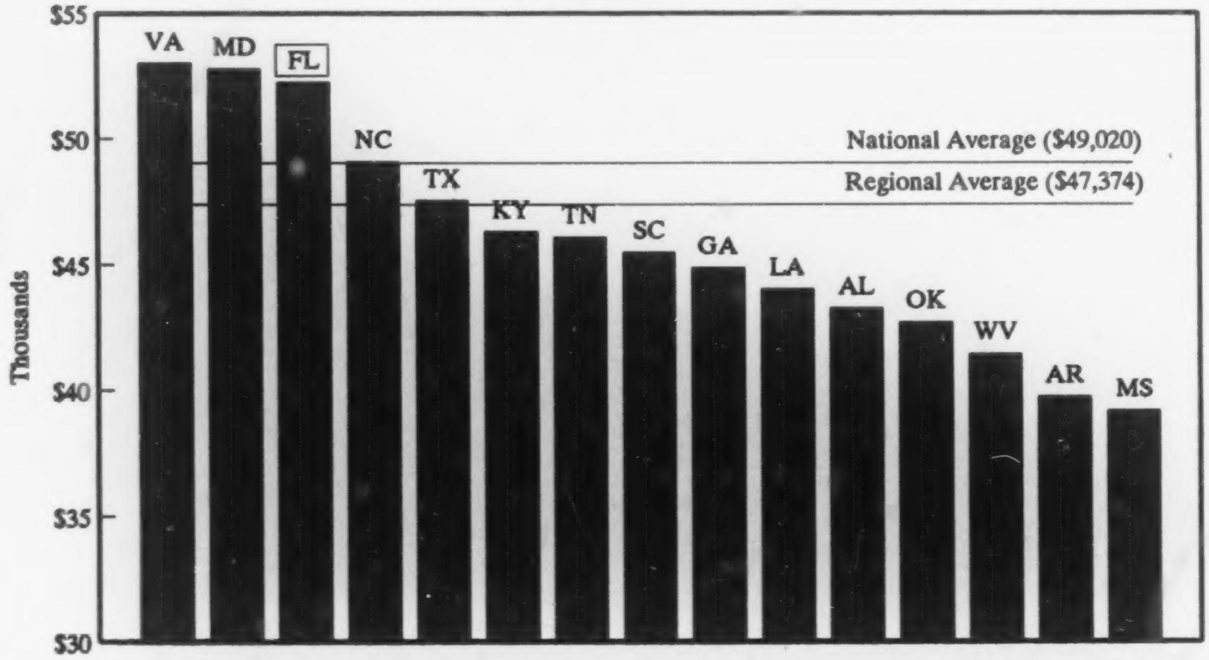
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Florida is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Florida Doctoral I Universities

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

Florida State University
University of Florida

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



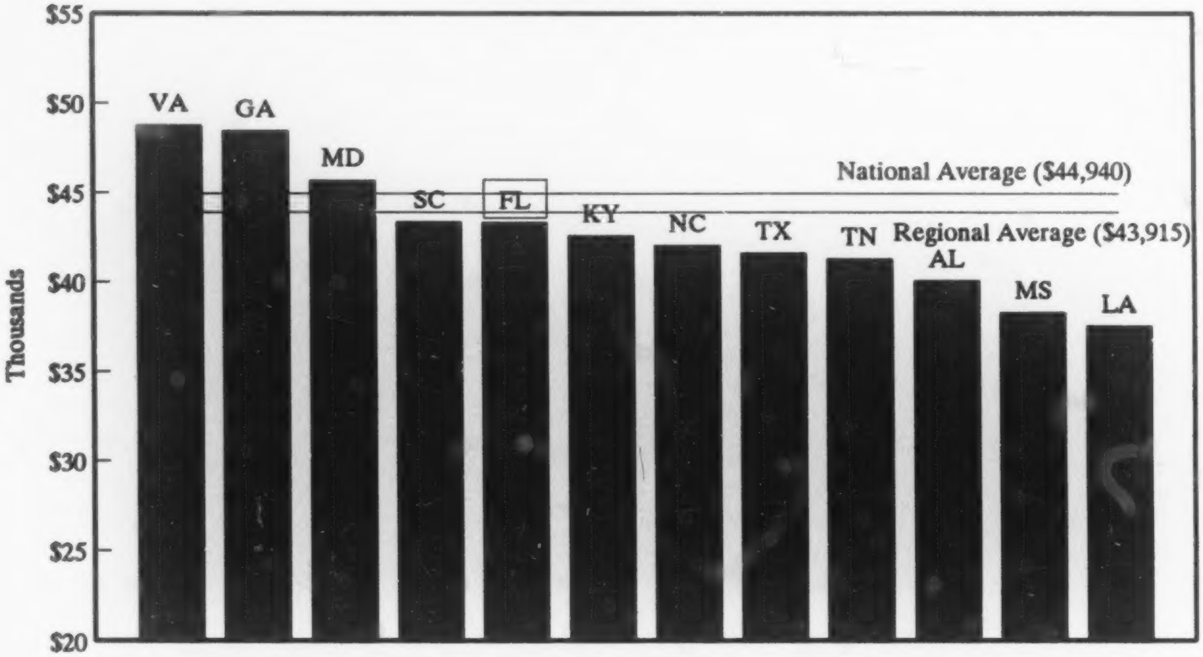
The average full-time faculty salary in Florida's Doctoral I universities was $52,235 in 1990-91--$4,861 above the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Florida's Doctoral I universities increased 9.7 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Florida's Doctoral I universities rank 3rd among the 15 SREB states with this type of university. The one-year rate of salary increase in three of the other SREB states was greater than in Florida.

Florida Doctoral II University

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

University of South Florida

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



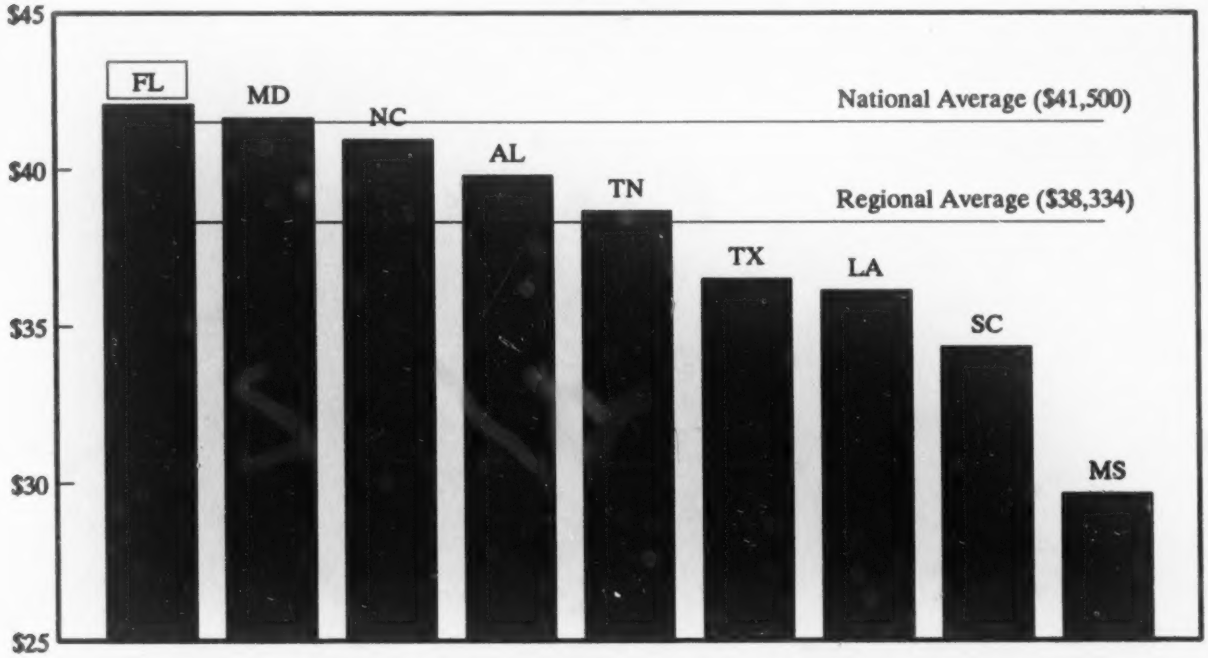
The average full-time faculty salary at Florida's Doctoral II university in 1990-91 was $43,314--$601 below the $43,915 regional average. The average salary at Florida's Doctoral II university increased 4.1 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. Florida's Doctoral II university ranked 5th among the 12 SREB states with this type of university, compared to 3rth among 10 in 1989-90. The one-year percent increases in 6 of the other 11 SREB states with this type of university were greater than in Florida.

Florida Doctoral III Universities

Institutions awarding at least 1 doctoral degree.

Florida Agricultural & Mechanical University
Florida Atlantic University
Florida International University
University of Central Florida

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1990-91



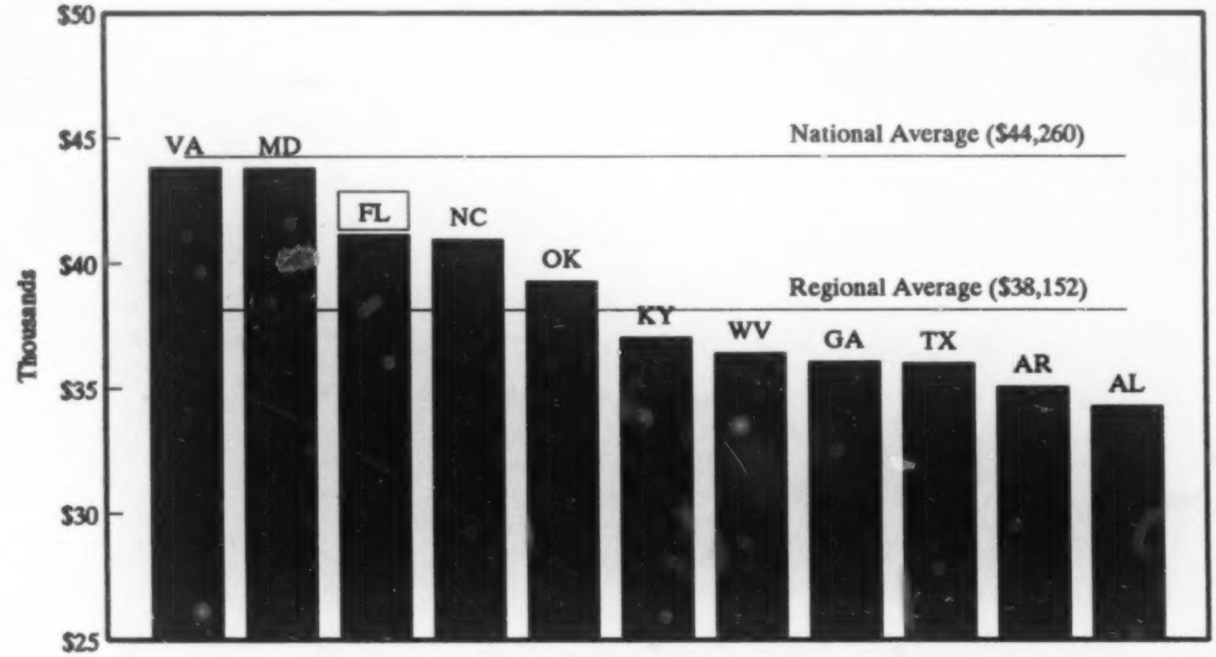
At the Doctoral III universities in Florida, the average full-time instructional faculty salary was $42,073 in 1990-91--$3,739 above the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in Florida rose 6.1 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the 9 SREB states with Doctoral III universities, Florida's average salary ranked 1st in 1990-91, up from 3rd among 10 in 1989-90. Four of the other SREB states with this type of university had a one-year percent increase greater than Florida's.

Florida Master's I University

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

University of West Florida

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



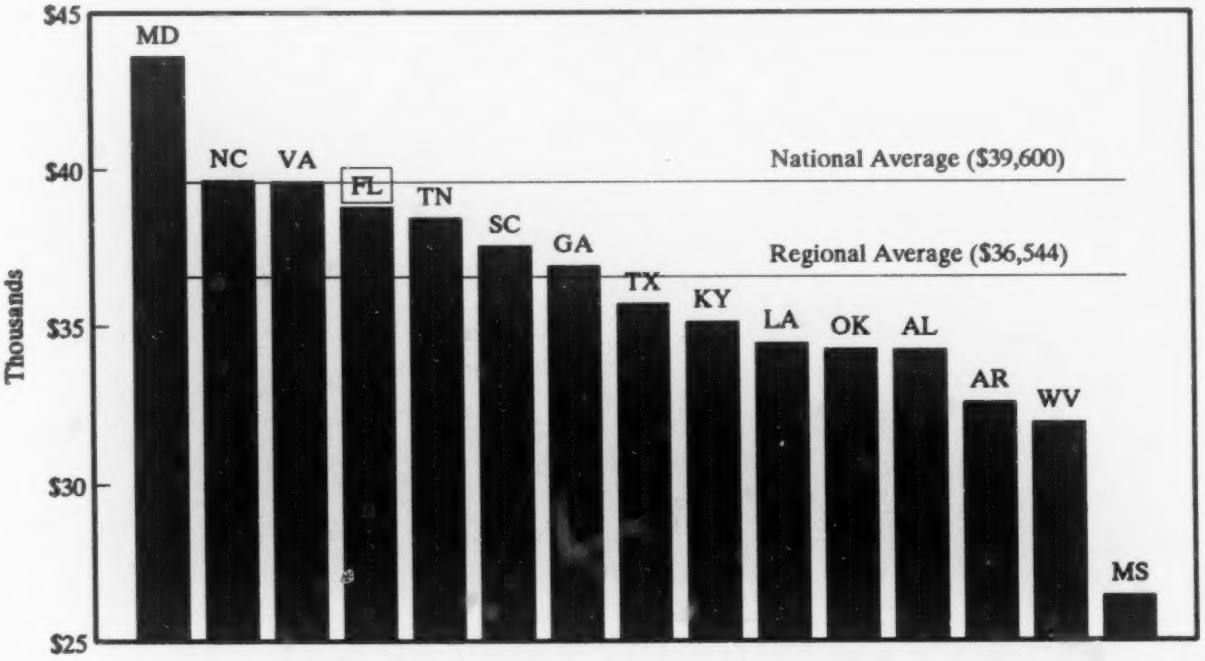
In 1990-91, the average full-time faculty salary at Florida's Master's I university was $41,129--$2,977 above the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in Florida increased 11.2 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Florida's Master's I university moved up from 5th to 3rd place among the 11 SREB states having this type of institution. All but two of the states had increases less than Florida's.

Florida Master's II University

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

University of North Florida

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



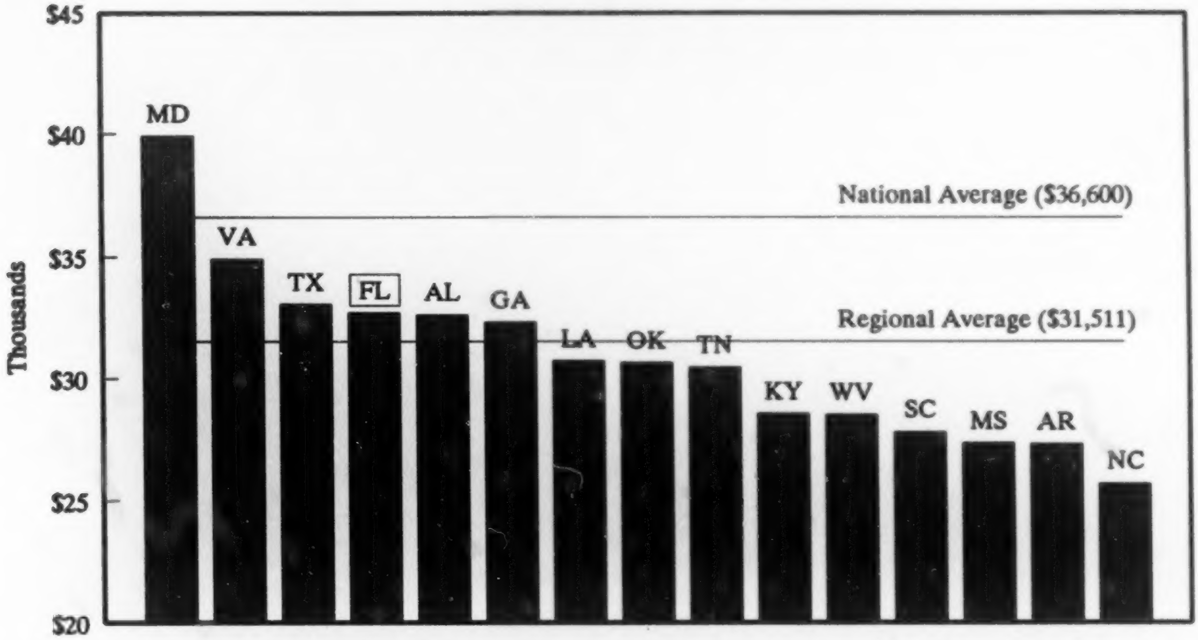
The average full-time faculty salary in 1990-91 at Florida's Master's II university was $38,786--$2,242 more than the regional average of $36,544. The average salary in Florida's Master's II university rose 2.4 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Florida slipped from 3rd to 4th place among the 15 SREB states; in 12 of the other states the one-year rate of salary increase was greater.

Florida Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Brevard Community College
Broward Community College
Central Florida Community College
Chipola Junior College
Daytona Beach Community College
Edison Community College
Florida Community College-Jacksonville
Florida Keys Community College
Gulf Coast Community College
Hillsborough Community College
Indian River Community College
Lake City Community College
Lake-Sumter Community College
Manatee Community College
Miami-Dade Community College
North Florida Junior College
Okaloosa-Walton Junior College
Palm Beach Junior College
Pasco-Hernando Community College
Pensacola Junior College
Polk Community College
Santa Fe Community College
Seminole Community College
South Florida Junior College
St. Johns River Community College
St. Petersburg Junior College
Tallahassee Community College
Valencia Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Florida's Comprehensive Two-Year colleges, the average salary of full-time faculty was $32,706 in 1990-91--$1,195 above the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Florida's Comprehensive Two-Year colleges increased 4.3 percent; national and regional averages increased 6.1 and 3.5 percent respectively. The average salary in Florida ranked 4th among the 15 SREB states reporting Comprehensive Two-Year college data--up from 5th the previous year. In six of these states, the one-year percent increase was the same or greater than in Florida.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,708	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
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Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
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Mississippi State University	Doctoral II	Doctoral I
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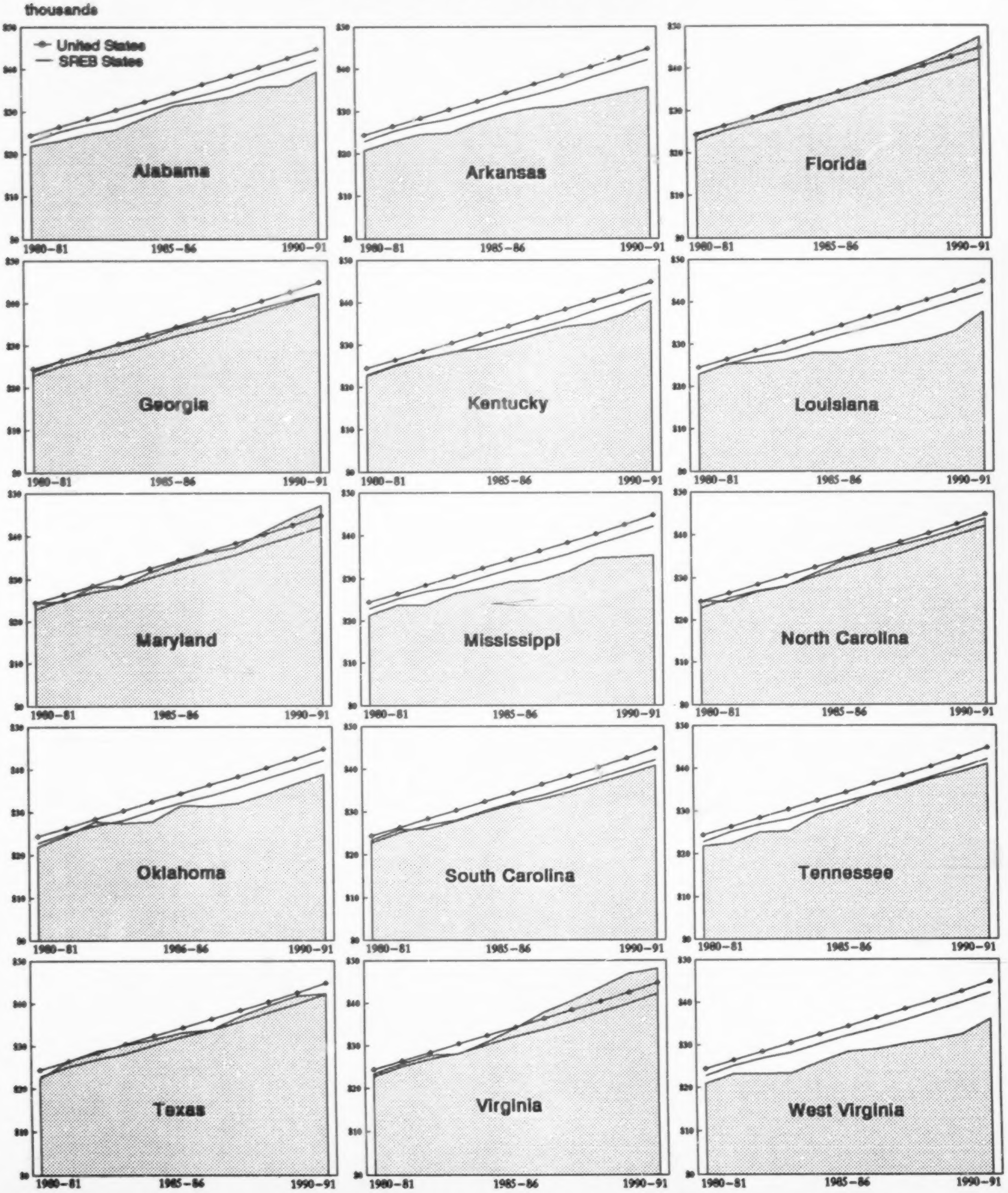
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages
Public Four-Year Colleges and Universities
1980-81 to 1990-91



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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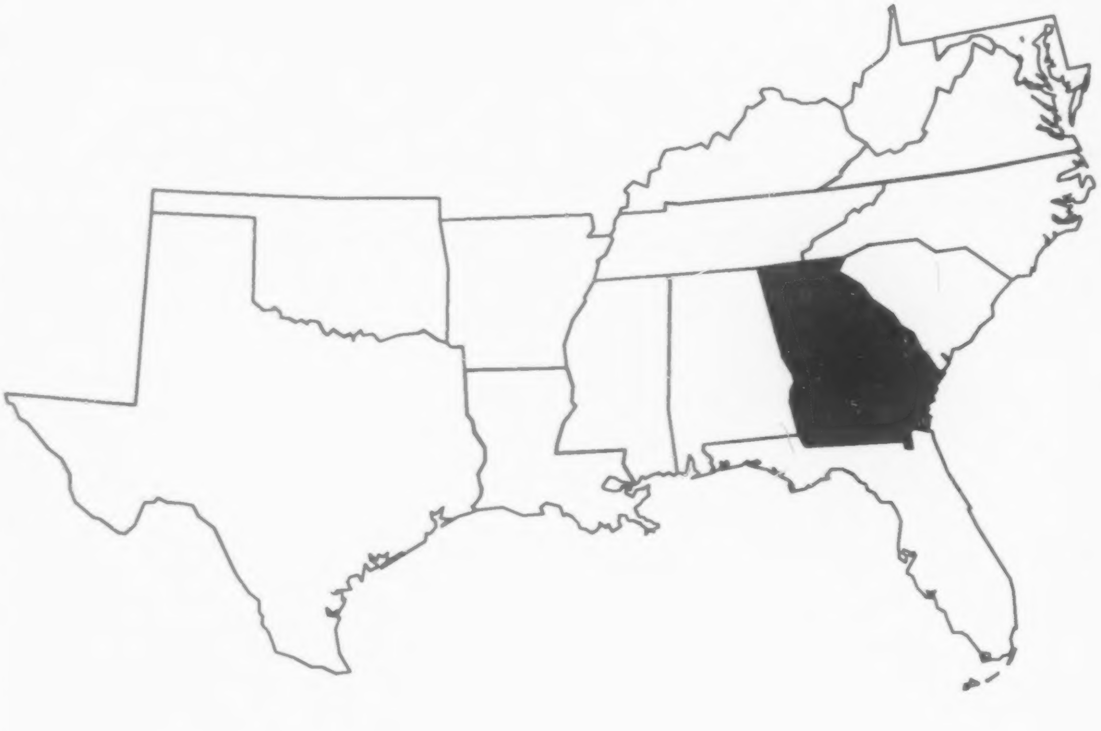
GEORGIA

Public College and University Faculty Salaries Compared to National and SREB Averages

1990-91



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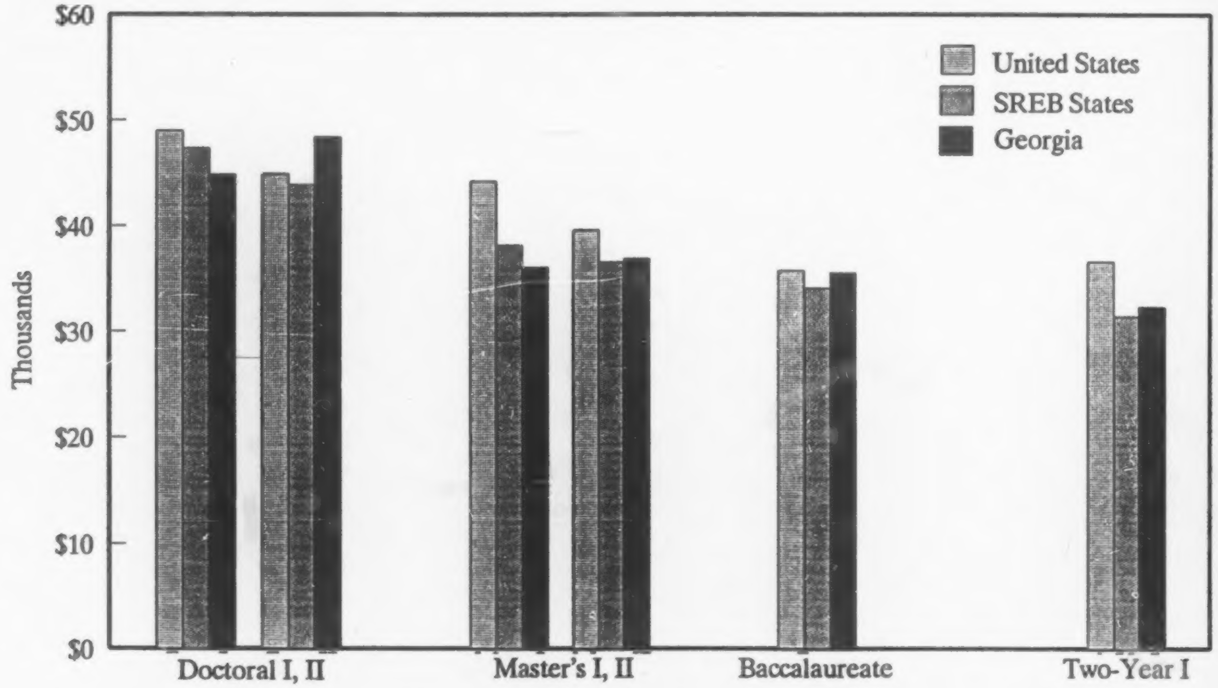
FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the SREB-State Data Exchange--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



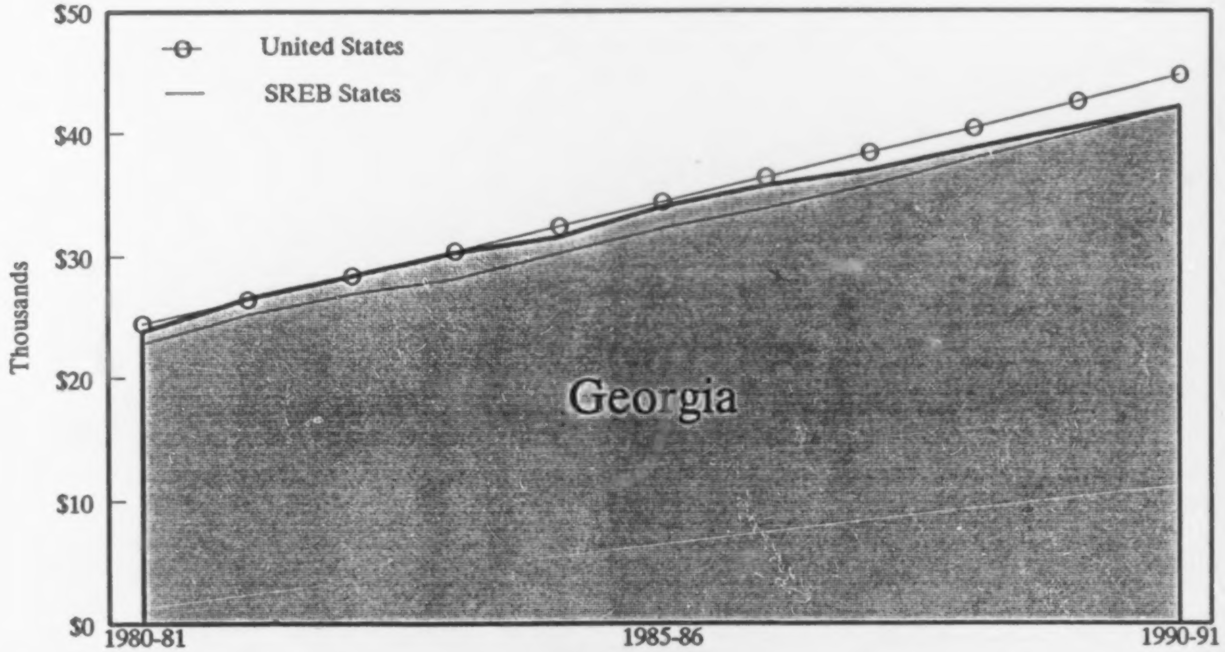
GEORGIA HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Georgia and Changes Since 1989-90

- **The Doctoral I University ranks 9th among 15 states, compared to 8th among 14 states in 1989-90 .**
- **The Doctoral II Universities rank 2nd among 12 states, compared to 2nd among 10 states in 1989-90.**
- **The Master's I University ranks 8th among 11 states, and was in another category in 1989-90.**
- **The Master's II Universities rank 7th among 15 states, the same as in 1989-90.**
- **The Baccalaureate College ranks 6th among 11 states, compared to 6th among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 6th among 15 states, compared to 4th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in Georgia's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Georgia's higher education institutions with four-year programs went up 77 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Georgia's public four-year universities and colleges stood at 104 percent of the regional average; by 1990-91 it was at the regional average, and Georgia ranked 6th among the 15 SREB states, compared to 4th in 1980-81.



Of the 14 other SREB states, nine had salaries increase at the same or a higher rate than Georgia over the last 10 years. In 1990-91, full-time faculty in Georgia's public four-year universities and colleges, on average, earned $42,168--$37 more than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and and regional averages rise. For example, it would have taken an increase of $0.95 in Georgia for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Georgia's salaries to equal the 1990-91 regional average. The average salary in Georgia actually increased $0.95 for every $1.00 increase in the regional average from 1980-81 to 1990-91.

---

* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

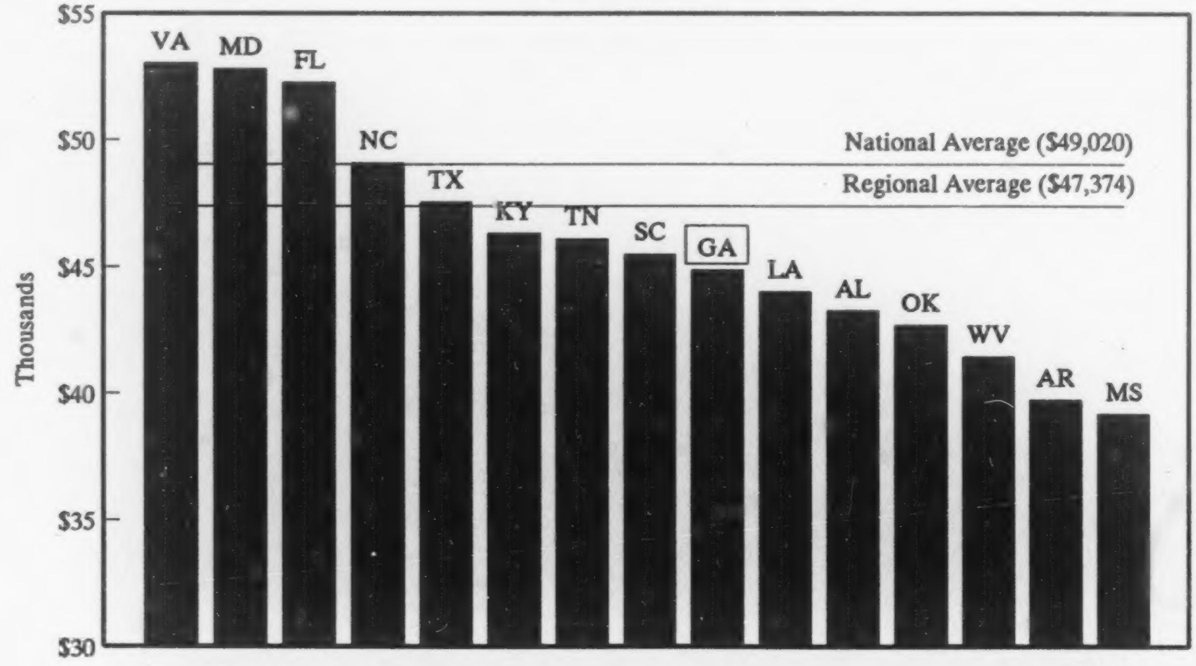
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Georgia is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Georgia Doctoral I Universities

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

University of Georgia

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



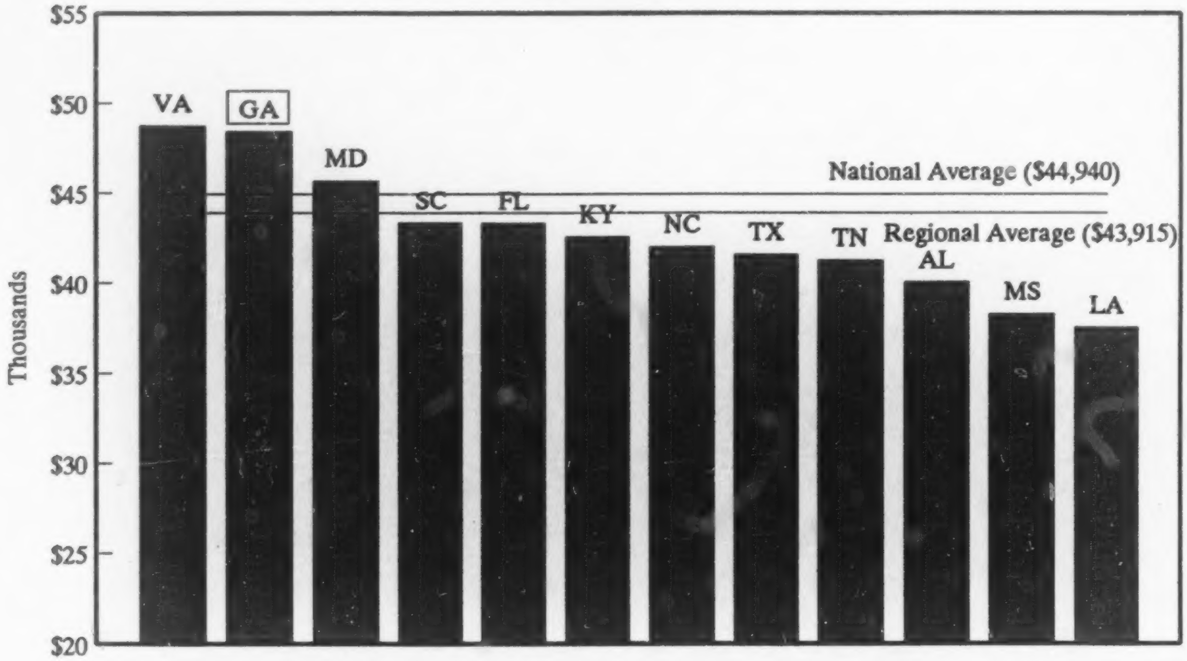
The average full-time faculty salary in Georgia's Doctoral I university was $44,859 in 1990-91-- $2,515 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Georgia's Doctoral I university increased 4.1 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Georgia's Doctoral I university ranks 9th among the 15 SREB states with this type of university, down from 8th in 1989-90. The one-year rate of salary increase in 10 of the other SREB states was greater than in Georgia.

Georgia Doctoral II Universities

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

Georgia Institute of Technology
Georgia State University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



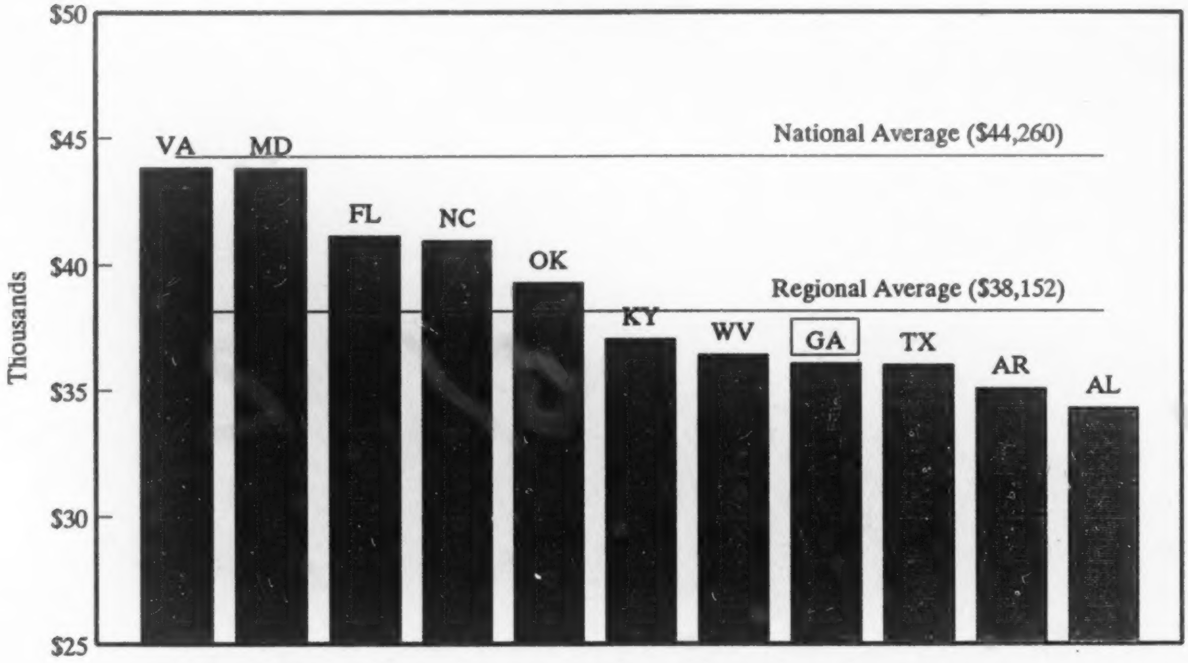
The average full-time faculty salary at Georgia's Doctoral II universities in 1990-91 was $48,403--$4,488 above the $43,915 regional average. The average salary at Georgia's Doctoral II universities increased 3.9 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. Georgia's Doctoral II universities ranked 2nd in both 1989-90 and 1990-91 among the SREB states with this type of university. Percent increases in 2 of the other 11 SREB states with this type of university were less than in Georgia.

Georgia Master's I University

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

Georgia Southern University[1]

Average Full-Time Faculty Salaries United States and SREB States Master's I Universities 1990-91



In 1990-91, the average full-time faculty salary at Georgia's Master's I university was $36,063--$2,089 less than the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in the SREB region increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Georgia's Master's I university ranked 8th among the 11 SREB states having this type of institution.

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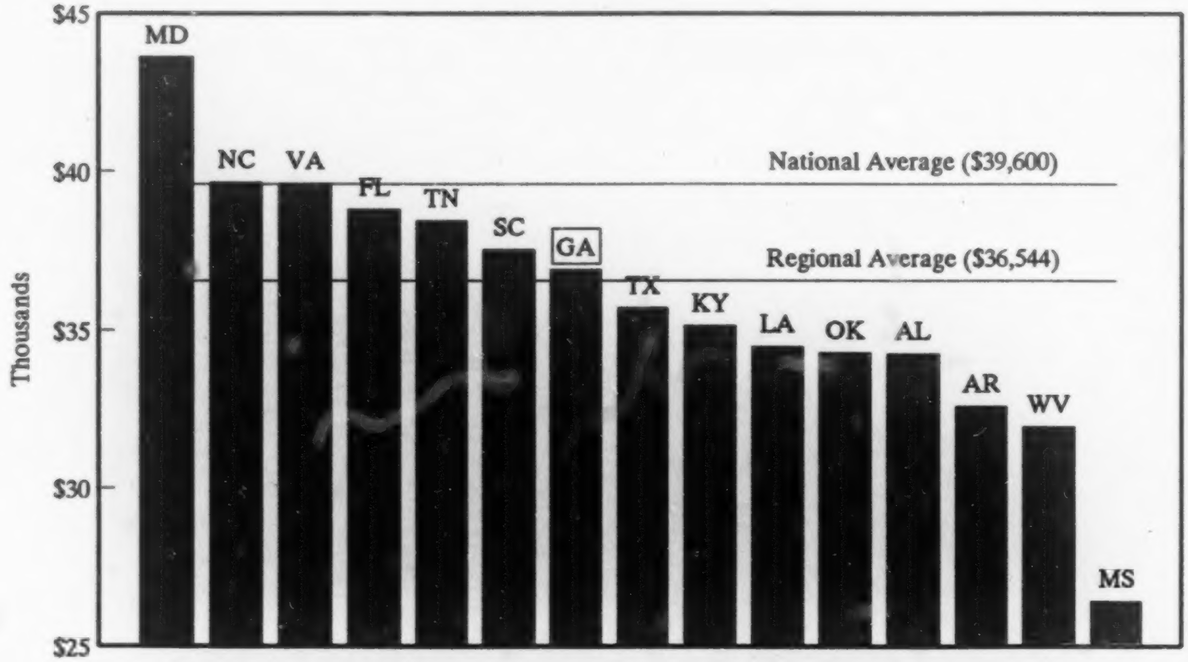
[1] Georgia Southern University (formerly Georgia Southern College) was reclassified from Master's II to Master's I.

Georgia Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Albany State College
Armstrong State College
Augusta College
Columbus College
Fort Valley State College
Georgia College
Georgia Southwestern College
Kennesaw State College
North Georgia College
Savannah State College
Valdosta State College
West Georgia College

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



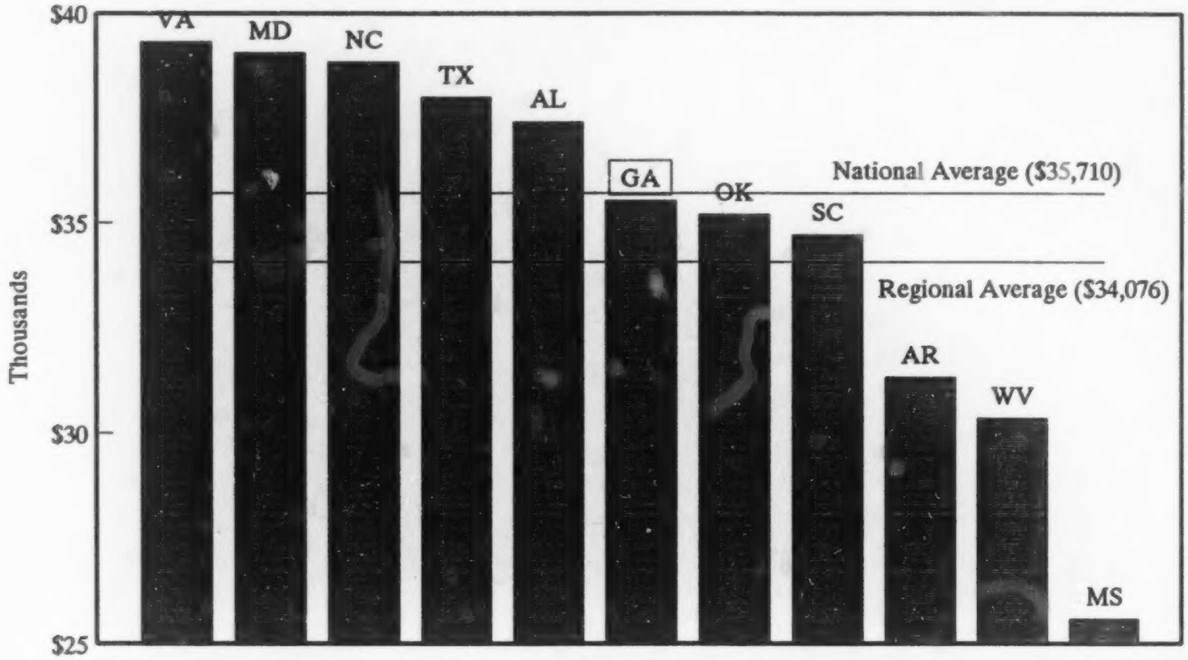
The average full-time faculty salary in 1990-91 at Georgia's Master's II universities was $36,888--$344 above the regional average of $36,544. The average salary in Georgia's Master's II universities rose 5.1 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Georgia remained in 7th place among the 15 SREB states; in 8 of the other states the one-year rate of salary increase was higher.

Georgia Baccalaureate College

Institutions that award the baccalaureate degree as the highest degree.

Clayton State College

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



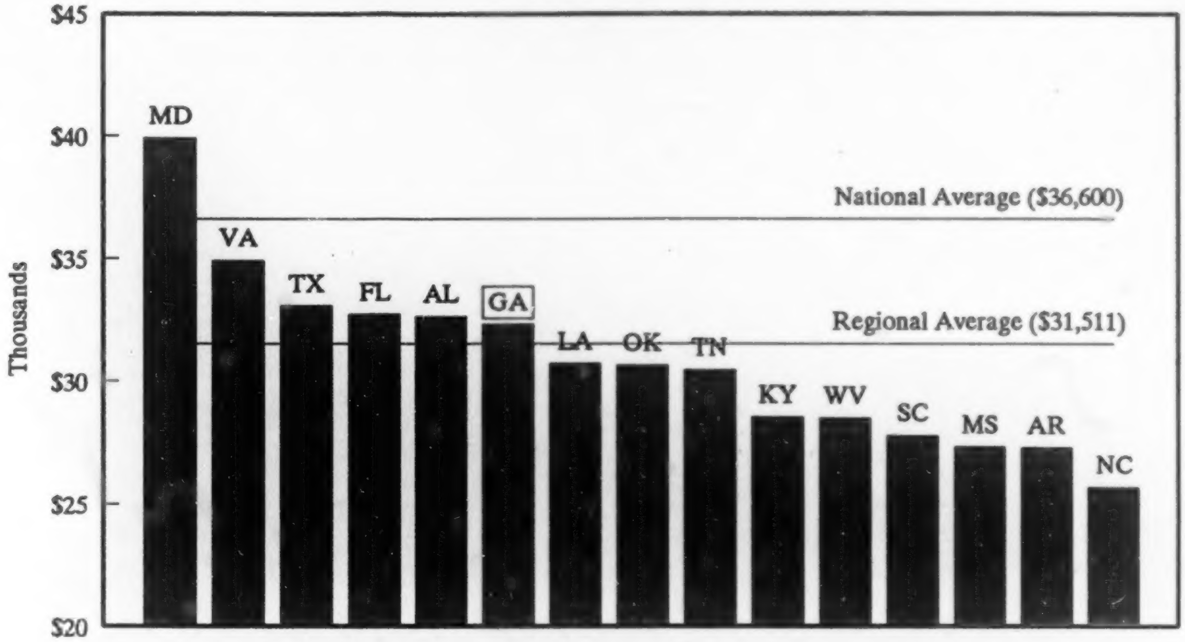
The average full-time faculty salary in Georgia's Baccalaureate college was $35,529 in 1990-91--$1,453 more than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in Georgia increased 3.8 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, Georgia ranked 6th in 1990-91, compared to 6th among 10 states in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in six of the other SREB states increased more than in Georgia.

Georgia Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Abraham Baldwin Agricultural College
Atlanta Metropolitan College
Bainbridge College
Brunswick College
Dalton College
Darton College
DeKalb College
East Georgia College
Floyd College
Gainesville College
Gordon College
Macon College
Middle Georgia College
South Georgia College
Waycross College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Georgia's Comprehensive Two-Year colleges, the average salary of full-time faculty was $32,304 in 1990-91--$793 above the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Georgia's Comprehensive Two-Year colleges increased 3.0 percent; national and regional averages increased 6.1 percent and 3.5 percent respectively. The average salary in Georgia ranked 6th among the 15 SREB states, down from 4th in 1989-90. In 11 of the other 14 states the one-year percent increases were greater than in Georgia.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
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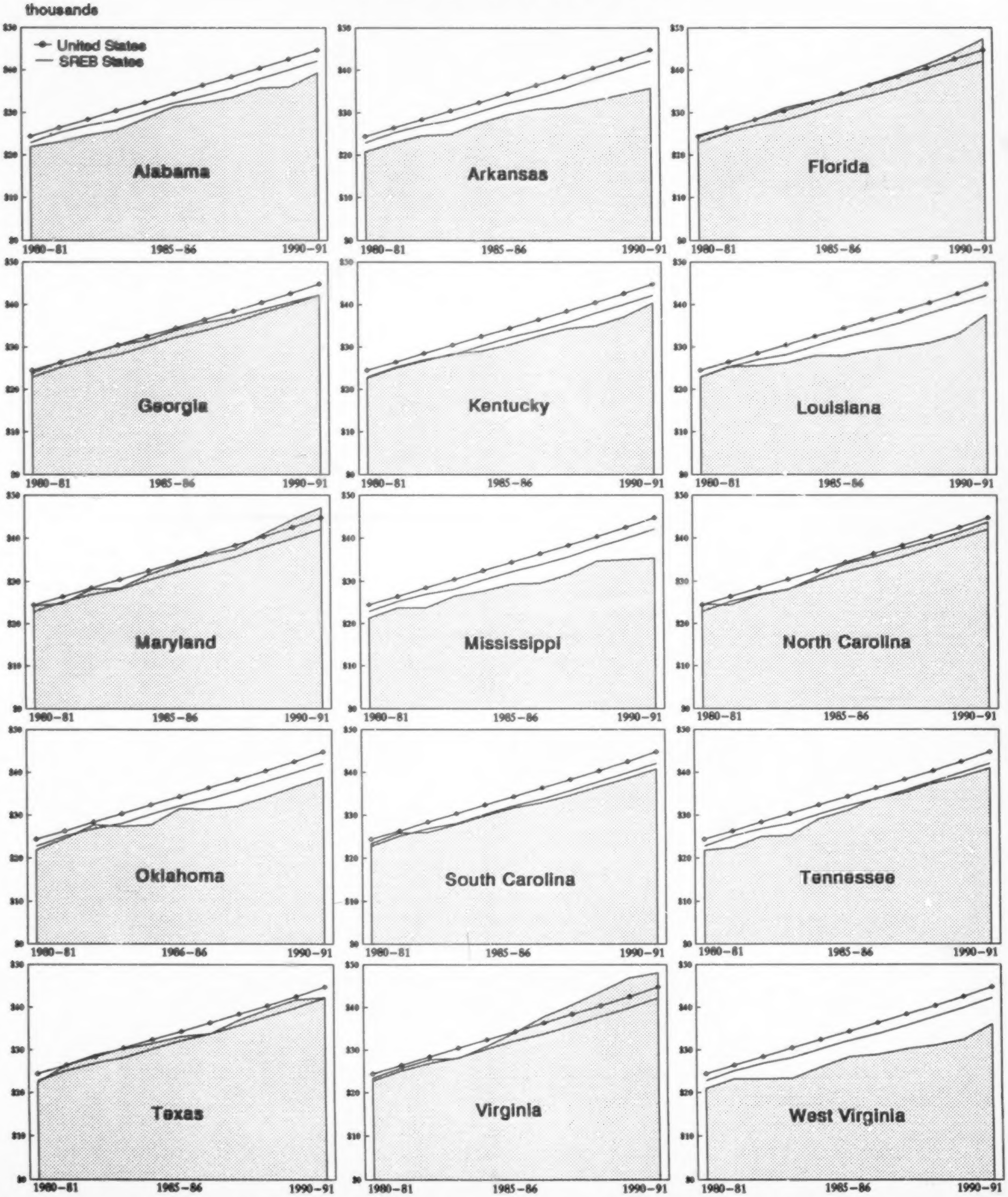
Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



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KENTUCKY

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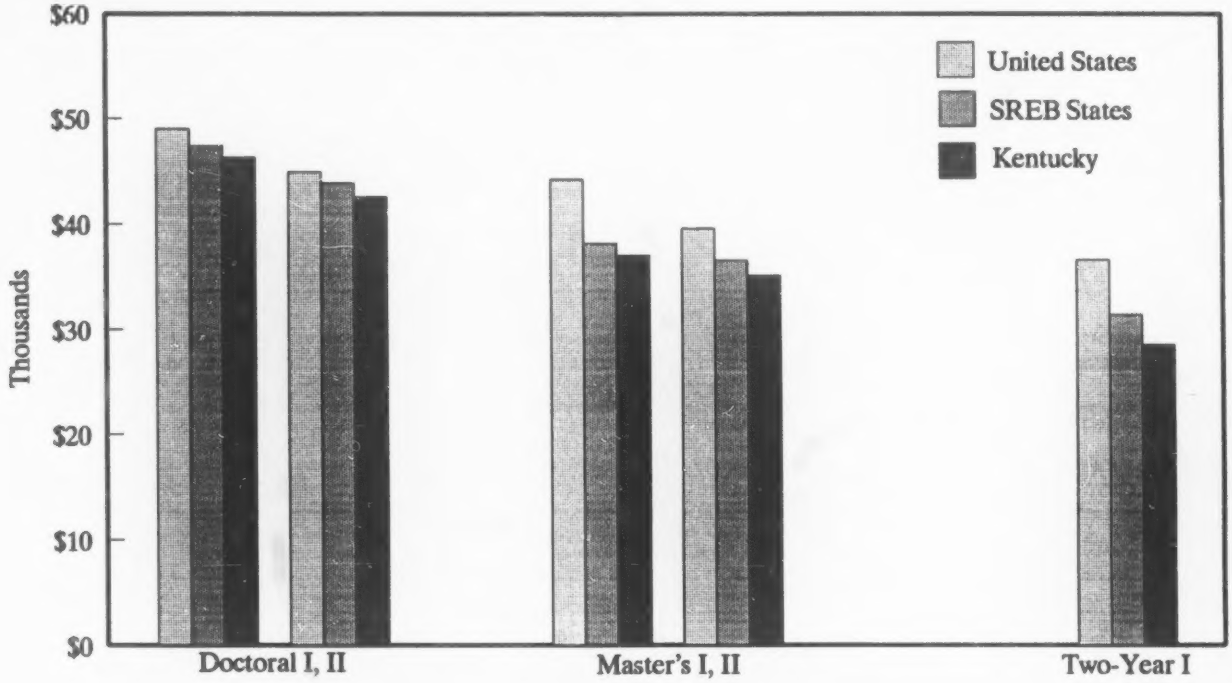

KENTUCKY HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Kentucky and Changes Since 1989-90

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Public Four-Year Universities and Colleges *
1980-81 to 1990-91

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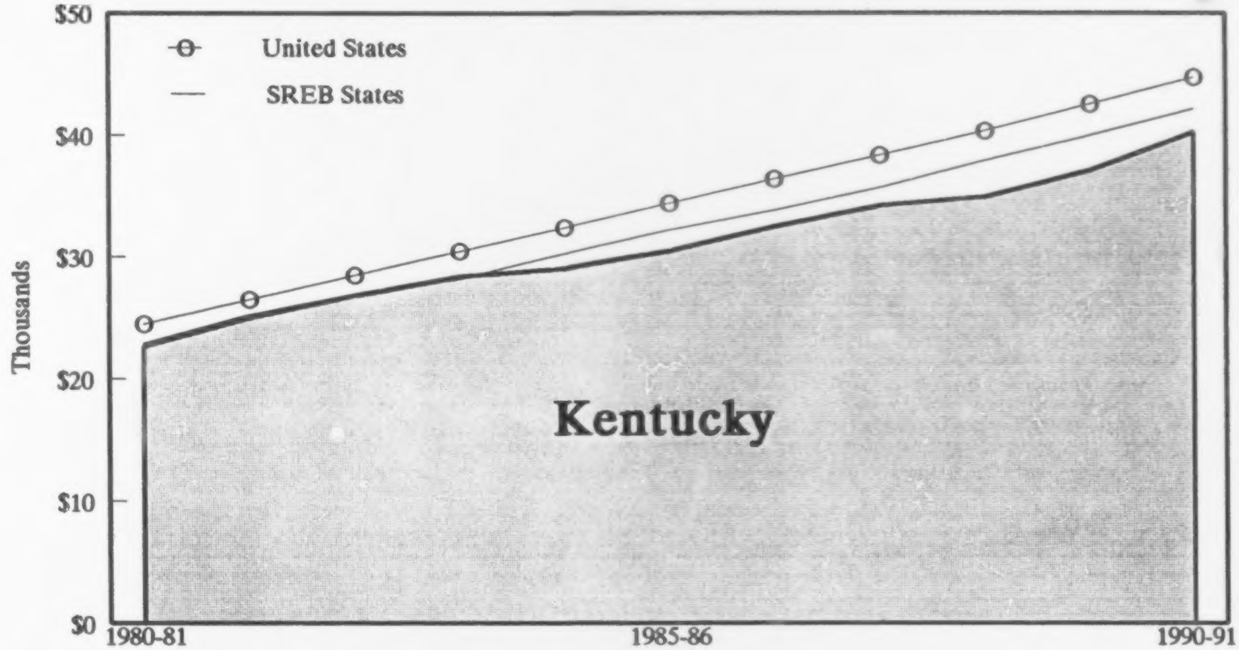

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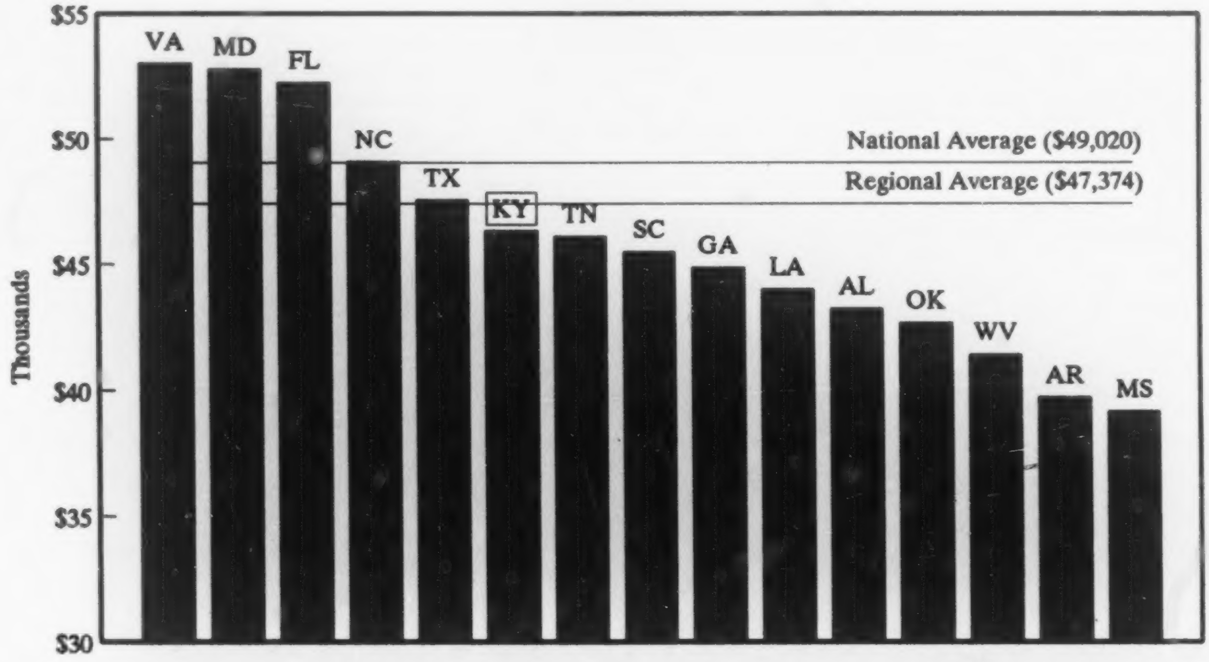
Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

University of Kentucky

Average Full-Time Faculty Salaries United States and SREB States Doctoral I Universities 1990-91



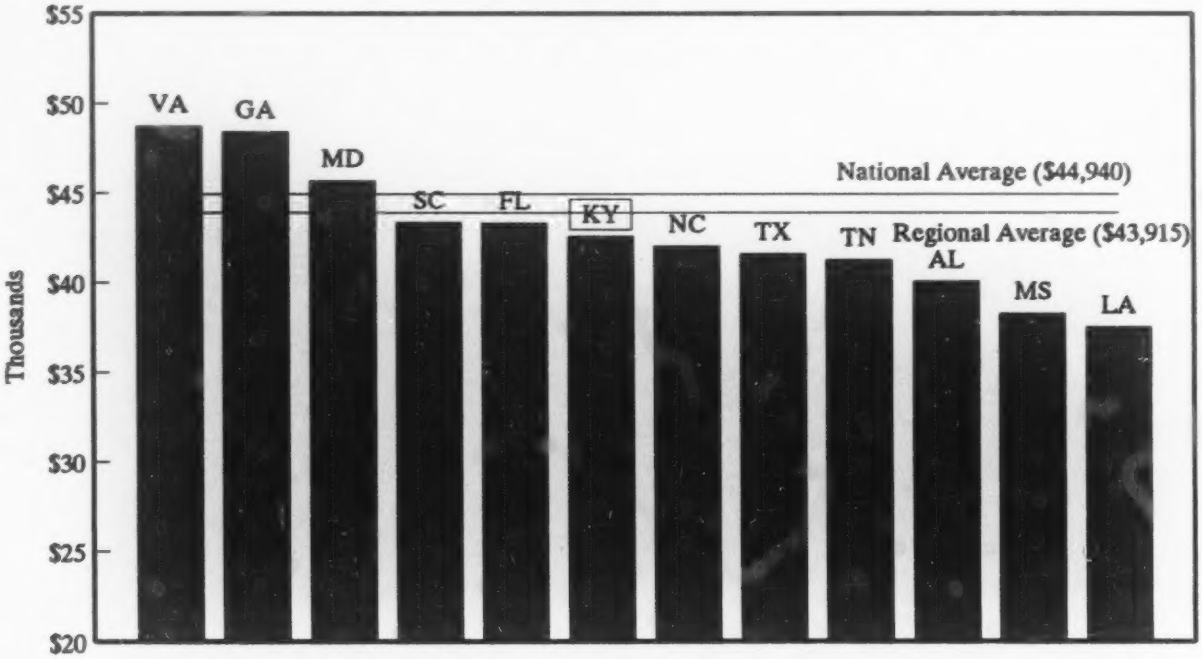
The average full-time faculty salary in Kentucky's Doctoral I university was $46,298 in 1990-91--$1,076 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Kentucky's Doctoral I university increased 10.2 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. The ranking of Kentucky's Doctoral I university moved up from 9th to 6th place in 1990-91 among the SREB states with this type of university. The one-year rate of salary increase in 11 of the other SREB states was less than in Kentucky.

Kentucky Doctoral II University

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

University of Louisville

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



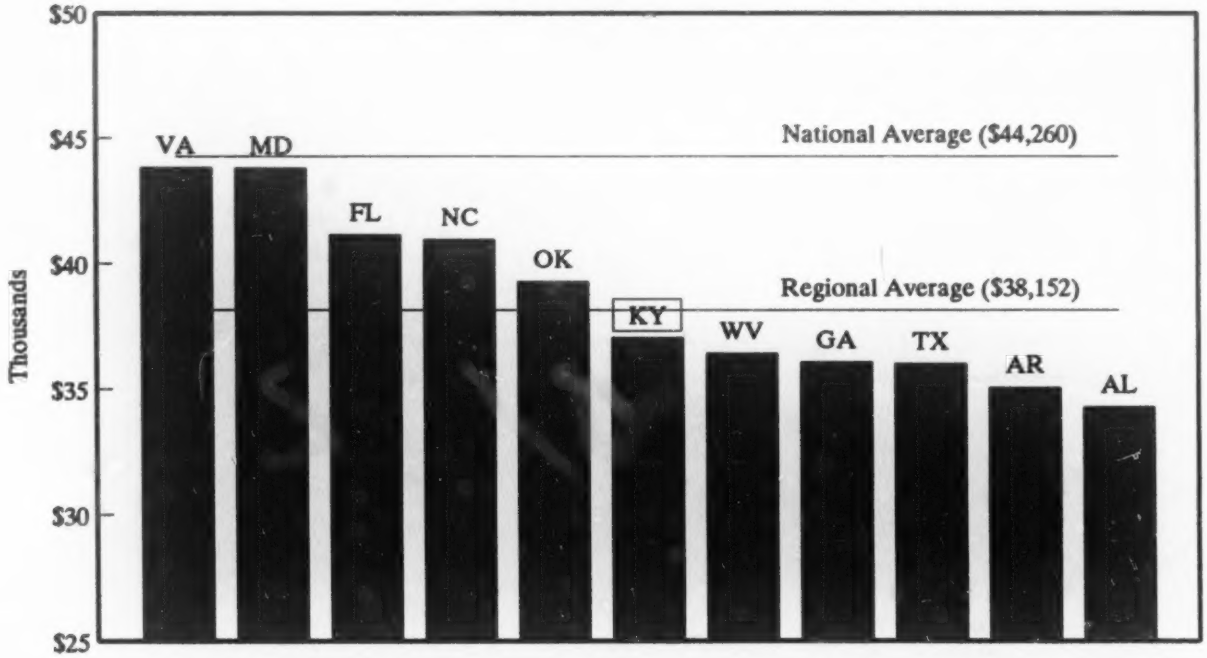
The average full-time faculty salary at Kentucky's Doctoral II university in 1990-91 was $42,556--$1,359 below the $43,915 regional average. The average salary at Kentucky's Doctoral II university increased 7.0 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. Kentucky's Doctoral II university ranked 6th in 1990-91 among the 12 SREB states with this type of university, up from 7th among 10 states in 1989-90. The one-year percent increases in only two of the other 11 SREB states with this type of university were greater than in Kentucky.

Kentucky Master's I Universities

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

Eastern Kentucky University
Murray State University
Western Kentucky University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



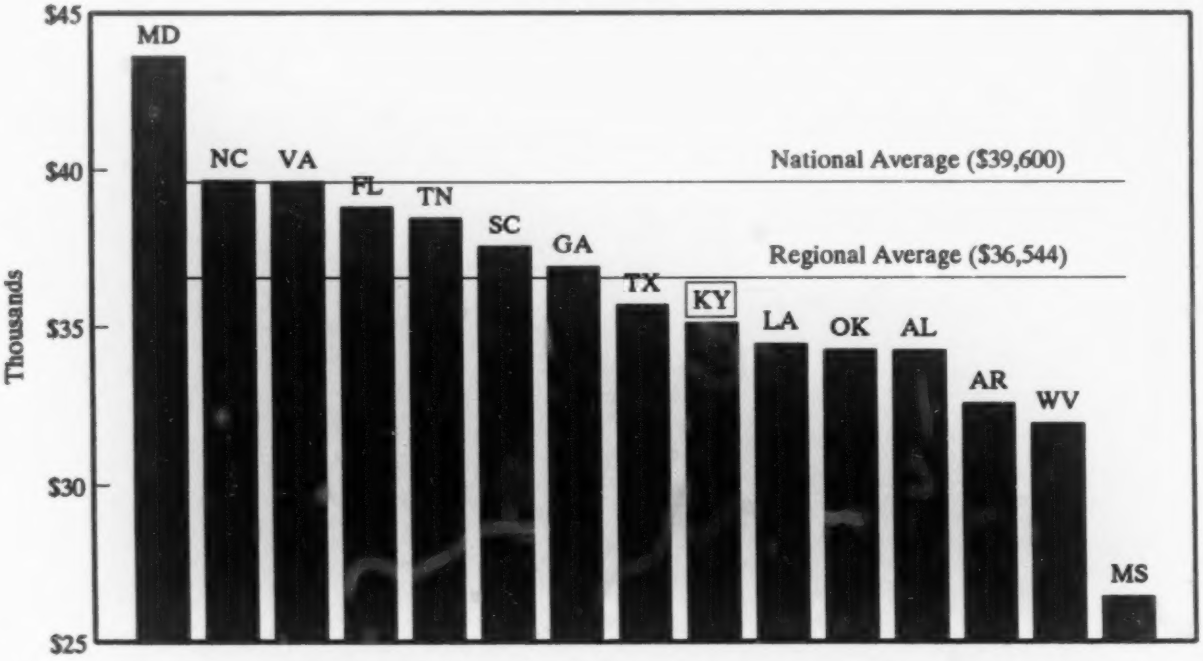
In 1990-91, the average full-time faculty salary at Kentucky's Master's I universities was $37,026--$1,126 below the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in Kentucky grew 8.4 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Kentucky's Master's I universities moved up from 7th among 10 states to 6th place in 1990-91 among the 11 SREB states having this type of institution. Six states had increases smaller than Kentucky's.

Kentucky Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Kentucky State University
Morehead State University
Northern Kentucky University

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



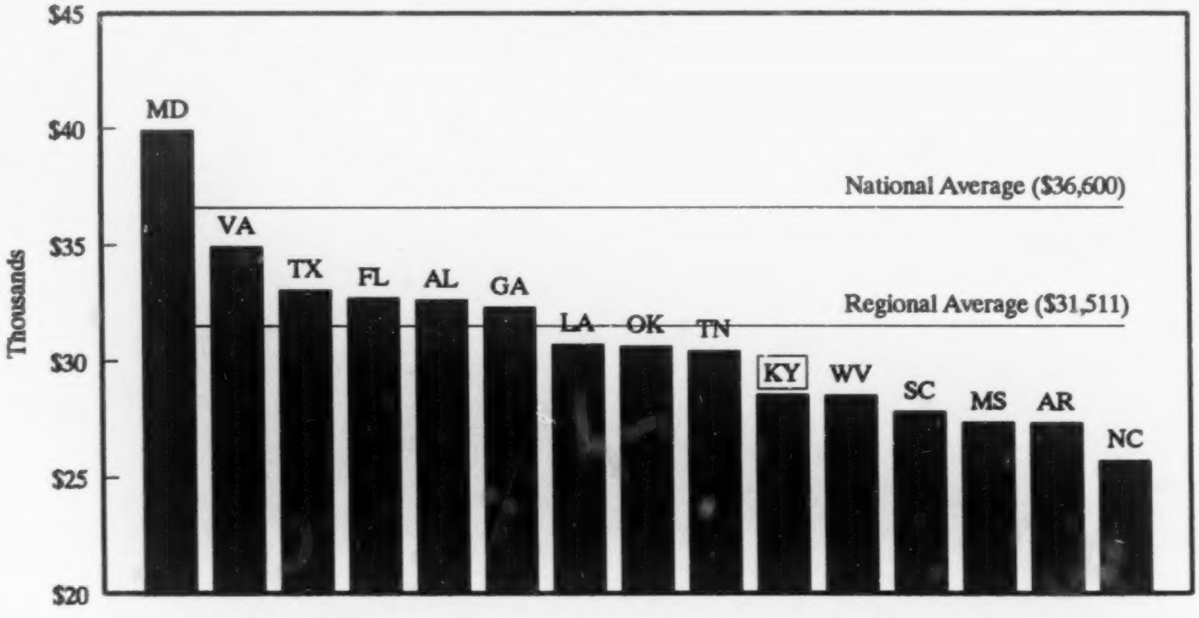
The average full-time faculty salary in 1990-91 at Kentucky's Master's II universities was $35,115--$1,429 less than the regional average of $36,544. The average salary in Kentucky's Master's II universities rose 8.1 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Kentucky moved up from 10th to 9th place among the 15 SREB states. In two of the other states the one-year rate of salary increase was higher.

Kentucky Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Ashland Community College
Elizabethtown Community College
Hazard Community College
Henderson Community College
Hopkinsville Community College
Jefferson Community College
Lexington Community College
Madisonville Community College
Maysville Community College
Owensboro Community College
Paducah Community College
Prestonburg Community College
Somerset Community College
Southeast Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Kentucky's Comprehensive Two-Year colleges, the average salary of full-time faculty was $28,530 in 1990-91--$2,981 below the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Kentucky's Comprehensive Two-Year colleges increased 7.3 percent; national and regional averages increased 6.1 and 3.5 percent respectively. The average salary in Kentucky ranked 10th among the 15 SREB states, up from 12th in 1989-90. In 11 of these 15 states, the one-year percent increases were less than in Kentucky.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's											
	I			II			III			I			II			Baccalaureate			Two–Year I		
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	--	--	--	37,026	6	25.9	35,115	9	24.1	--	--	--	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	--	--	--	34,463	10	28.1	--	--	--	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	--	--	--	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	--	--	--	--	--	--	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	--	--	--	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	--	--	--	38,429	5	23.9	--	--	--	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	--	--	--	--	--	--	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"--" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

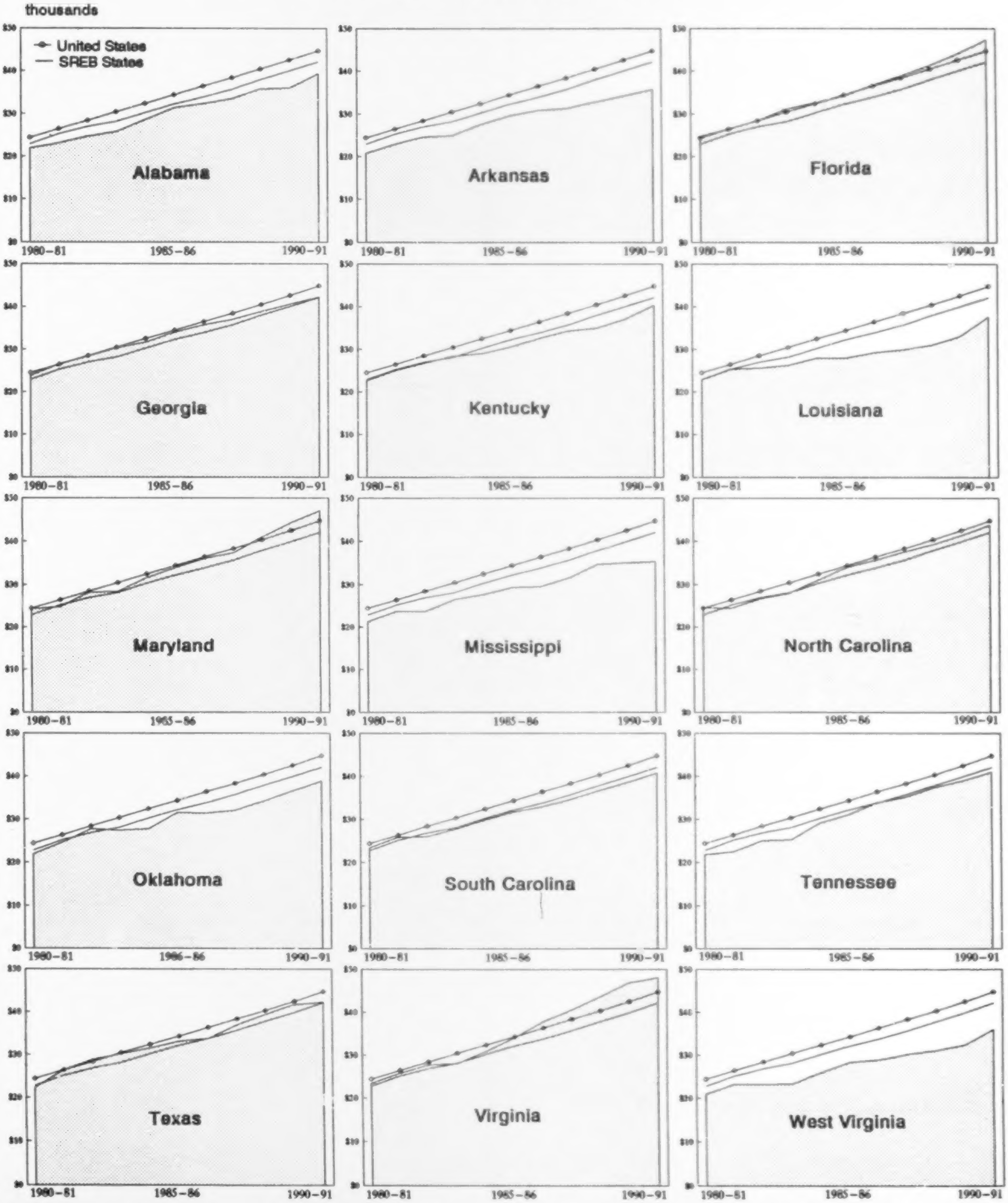
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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LOUISIANA

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

Data for postsecondary vocational-technical institutions are not presented in this report. Due to reorganization in a number of states, four of six states with this type of institution have not provided faculty salary data. This report is based on the July 1, 1991 revision of the ***SREB-State Data Exchange, 1990-91.***

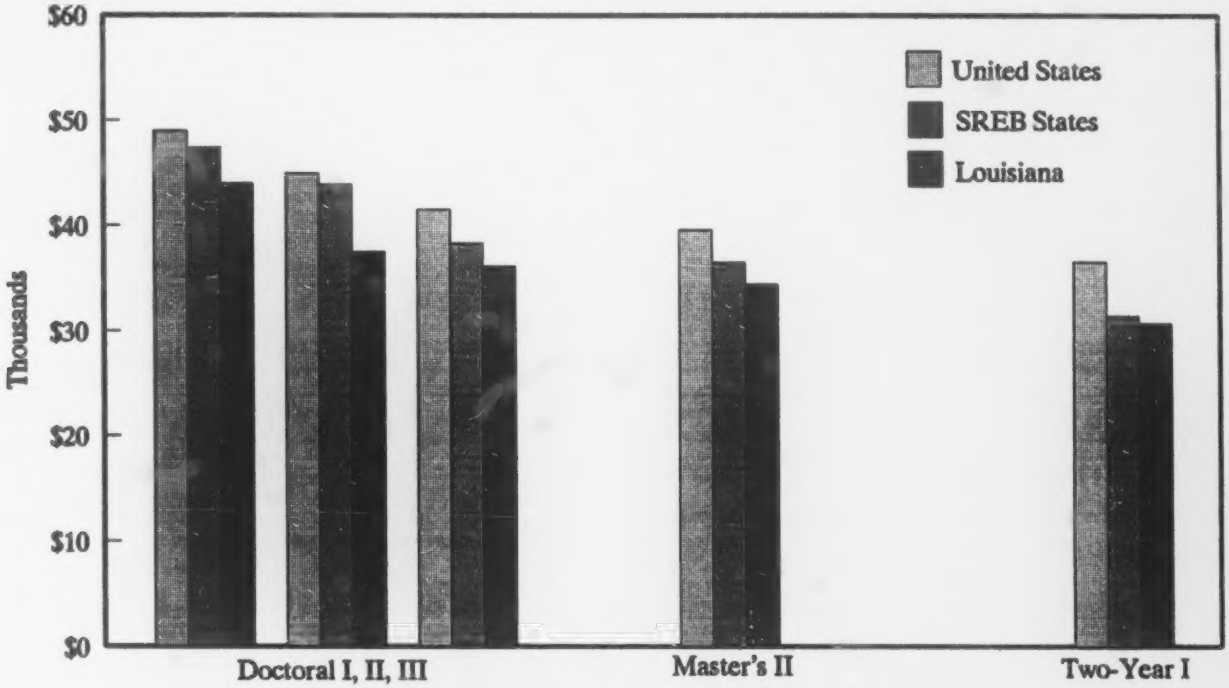
The complete ***SREB-State Data Exchange,*** *1990-91 contains faculty salary data and data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (professor, associate professor, etc.). Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tutition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid. Updates are provided as necessary.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the ***SREB-State Data Exchange,*** *contact Joe Marks, Associate Director for Data Services.*

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



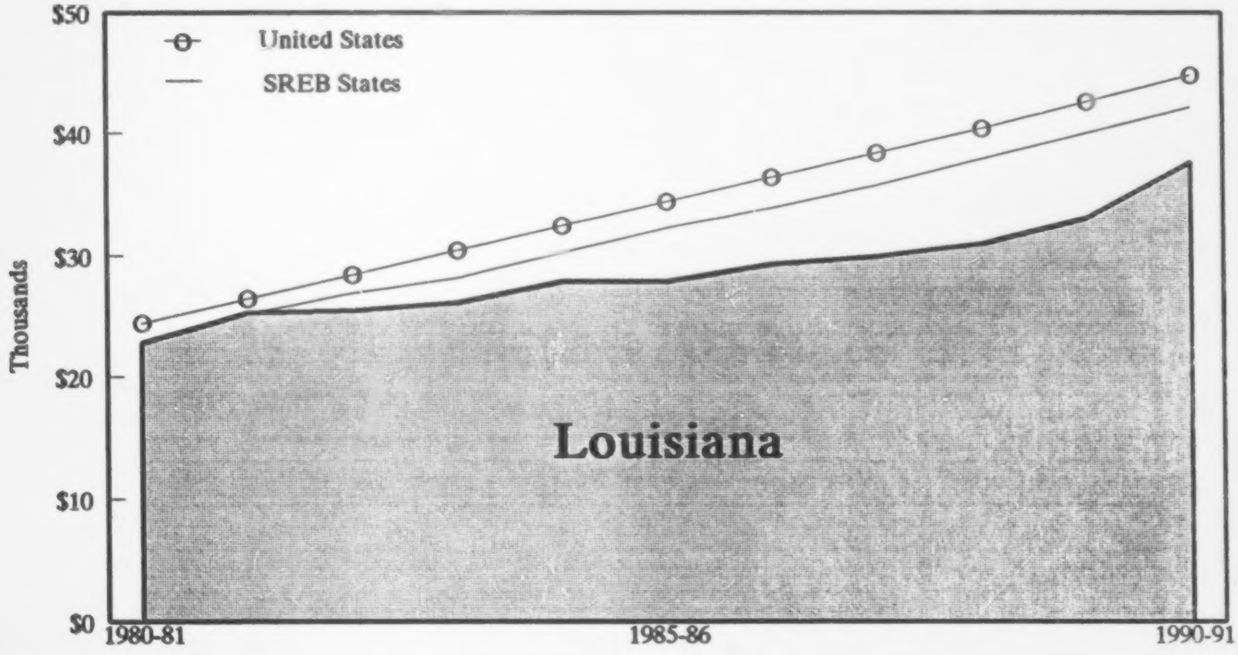
LOUISIANA HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Louisiana and Changes Since 1989-90

- **The Doctoral I University ranks 10th among 15 states, compared to 13th among 14 states in 1989-90.**
- **The Doctoral II University ranks 12th among 12 states and was in a different category in 1989-90.**
- **The Doctoral III University ranks 7th among 9 states, compared to 9th among 10 states in 1989-90.**
- **The Master's II Universities rank 10th among 15 states, compared to 14th among 15 states in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 7th among 15 states, compared to 9th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in Louisiana's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Louisiana's higher education institutions with four-year programs went up 64 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Louisiana's public four-year universities and colleges stood at 100 percent of the regional average; by 1990-91 it had dropped to 89 percent of the regional average. Louisiana ranked 12th among the 15 SREB states, down from 7th in 1980-81.



Of the 14 other SREB states, all had salaries increase at a higher rate than Louisiana over the last 10 years. In 1989-90, full-time faculty in Louisiana's public four-year universities and colleges, on average, earned $37,574--$4,557 less than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and and regional averages rise. For example, it would have taken an increase of $1.00 in Louisiana for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Louisiana's salaries to equal the 1990-91 regional average. The average salary in Louisiana actually increased $0.76 for every $1.00 increase in the regional average from 1980-81 to 1990-91.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

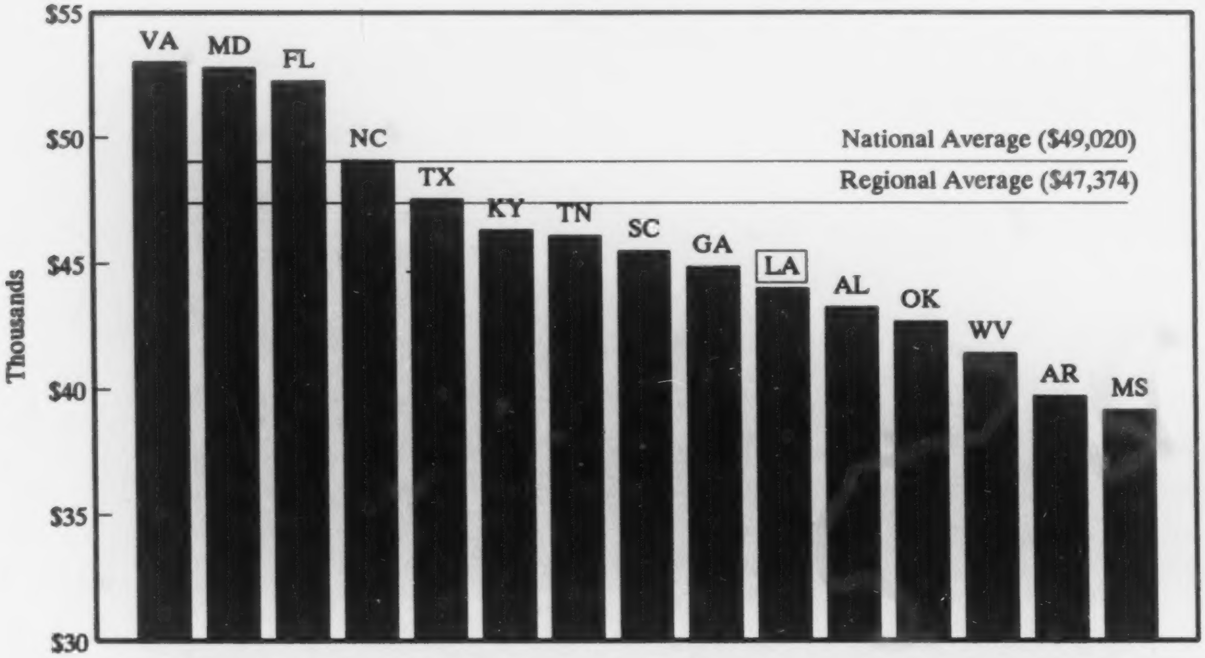
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Louisiana is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Louisiana Doctoral I University

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

Louisiana State University at Baton Rouge

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



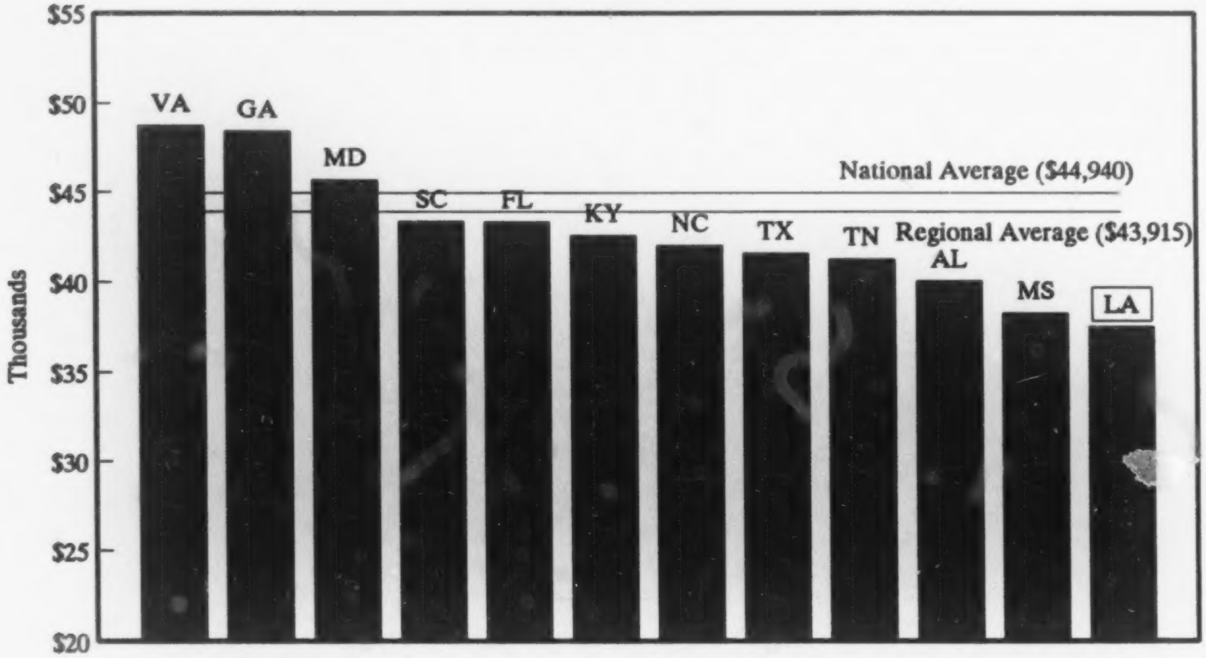
The average full-time faculty salary in Louisiana's Doctoral I university was $44,000 in 1990-91--$3,374 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Louisiana's Doctoral I university increased 13.7 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Louisiana's Doctoral I university now ranks 10th among the 15 SREB states with this type of university, up from 13th among 14 states in 1989-90. The one-year rate of salary increase in all of the other SREB states was less than in Louisiana.

Louisiana Doctoral II University

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

University of Southwestern Louisiana [1]

Average Full-Time Faculty Salaries United States and SREB States Doctoral II Universities 1990-91



The average full-time faculty salary at Louisiana's Doctoral II university in 1990-91 was $37,513--$6,402 less than the $43,915 regional average. Louisiana's Doctoral II university ranked 12th among the 12 SREB states with this type of university.

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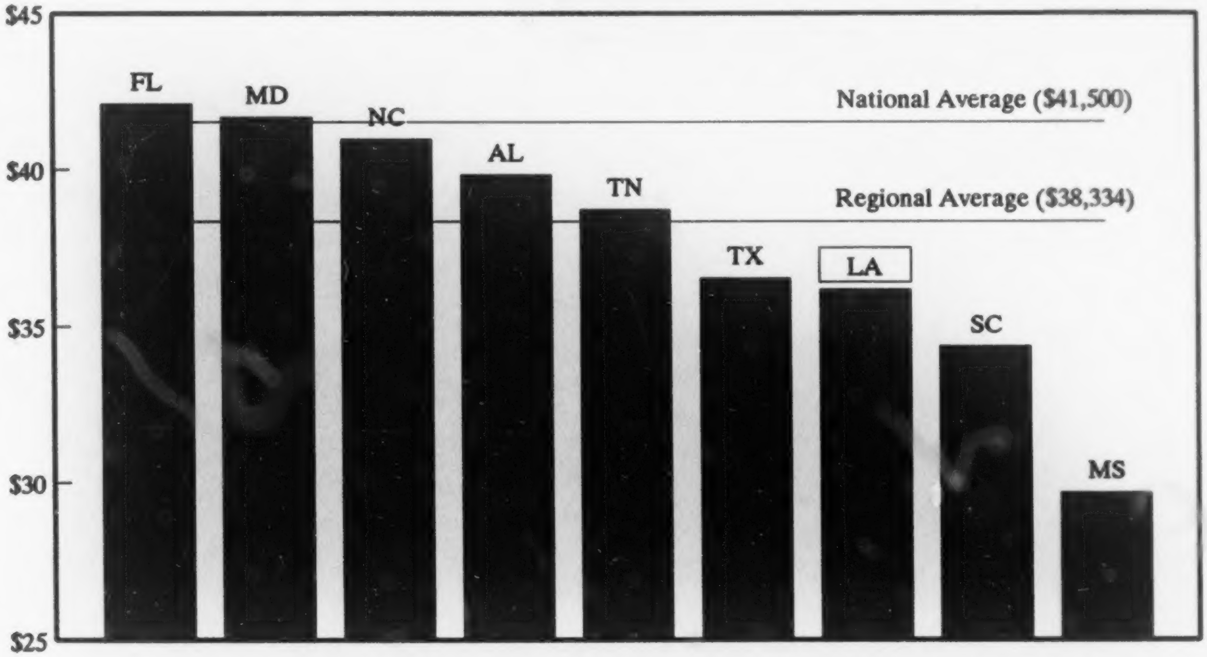
[1] The University of Southwestern Louisiana was reclassified from Doctoral III to Doctoral II in 1990-91.

Louisiana Doctoral III Universities

Institutions awarding at least 1 doctoral degree.

Grambling State University[2]
Louisiana Technical University
Northeast Louisiana University
University of New Orleans

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



At the Doctoral III universities in Louisiana, the average full-time instructional faculty salary was $36,153 in 1990-91--$2,181 below the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in Louisiana rose 12.9 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the 9 SREB states with Doctoral III universities, Louisiana's average salary ranked 7th in 1990-91, up from 9th among 10 states in 1989-90. All of the other SREB states with this type of university had a one-year percent increase lower than Louisiana's.

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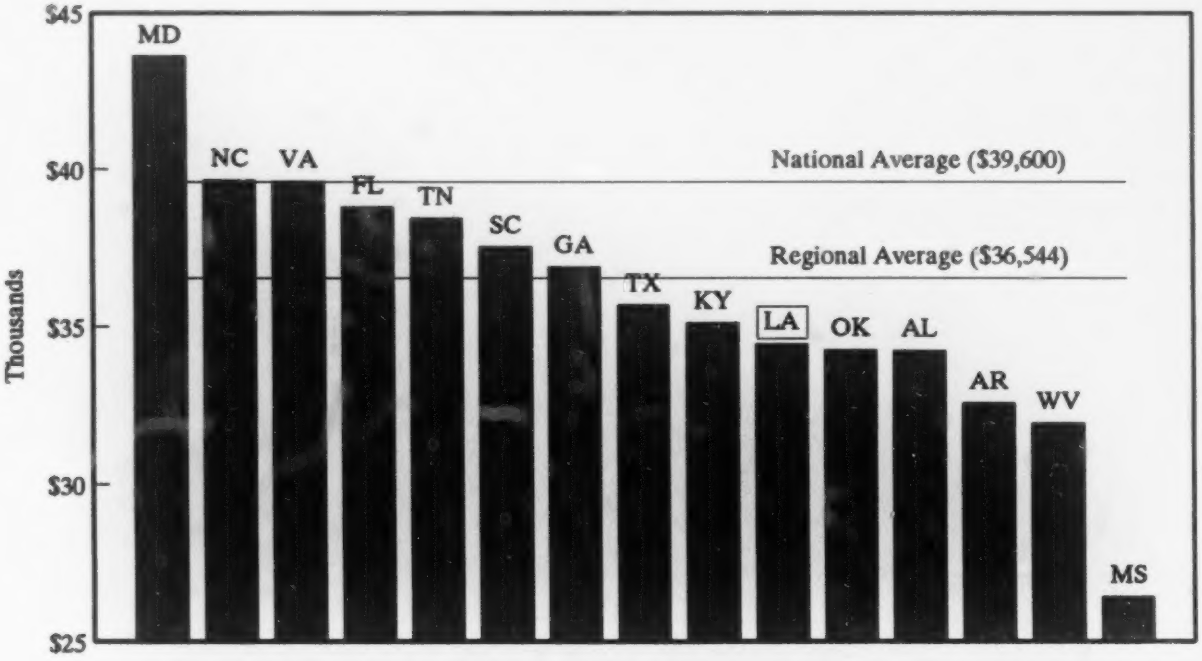
[2] Grambling State University meets the criteria for Master's II but is classified here at the request of the Louisiana Board of Regents.

Louisiana Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Louisiana State University in Shreveport
McNeese State University
Nicholls State University
Northwestern State University of Louisiana*
Southeastern Louisiana University
Southern University & A&M-Baton Rouge
Southern University in New Orleans

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



The average full-time faculty salary in 1990-91 at Louisiana's Master's II universities was $34,463--$2,081 less than the regional average of $36,544. The average salary in Louisiana's Master's II universities rose 14.7 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Louisiana was 10th among the 15 SREB states, up from 14th in 1989-90. In all of the other states the one-year rate of salary increase was lower.

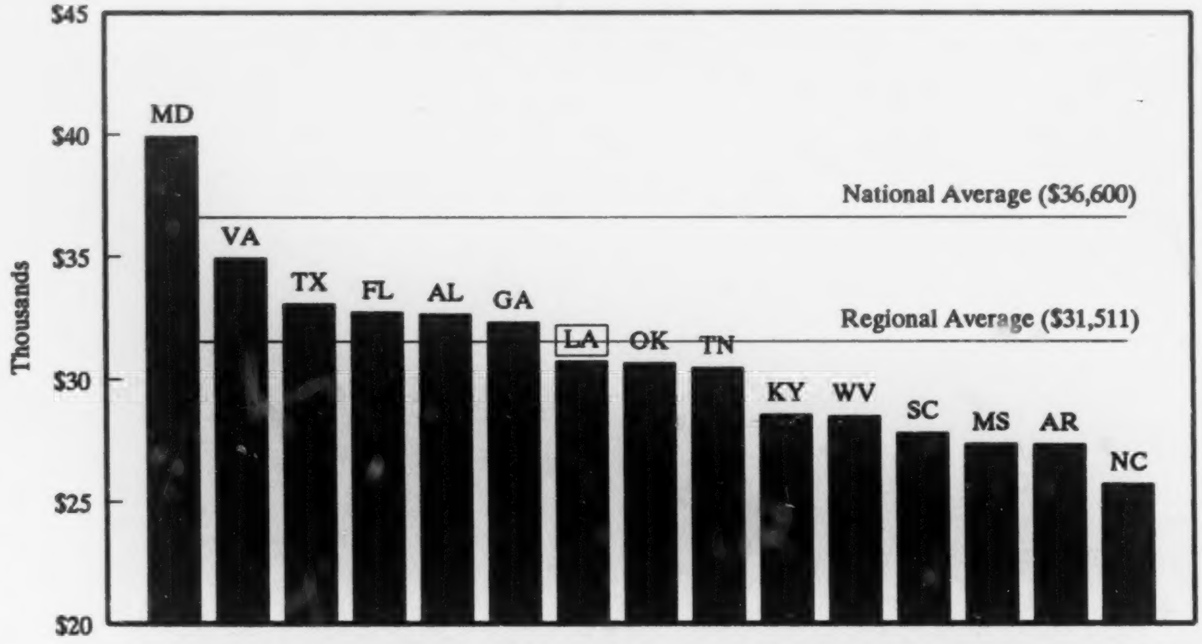
* At the request of the Louisiana Board of Regents Nothwestern State University is classified here because the doctoral programs are being phased out.

Louisiana Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Delgado Community College
Louisiana State University at Alexandria
Louisiana State University at Eunice
Southern University -Shreveport

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Louisiana's Comprehensive Two-Year colleges, the average salary of full-time faculty was $30,712 in 1990-91--$799 below the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Louisiana's Comprehensive Two-Year colleges increased 14.8 percent; national and regional averages increased 6.1 and 3.5 percent respectively. The average salary in Louisiana moved up from 9th to 7th place in 1990-91 among the 15 SREB states. In all of the other SREB states, the one-year percent increases were below that in Louisiana.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	--	--	--	37,026	6	25.9	35,115	9	24.1	--	--	--	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	--	--	--	34,463	10	28.1	--	--	--	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
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Oklahoma	42,681	12	23.0	--	--	--	--	--	--	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
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Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	--	--	--	38,429	5	23.9	--	--	--	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	--	--	--	--	--	--	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"--" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

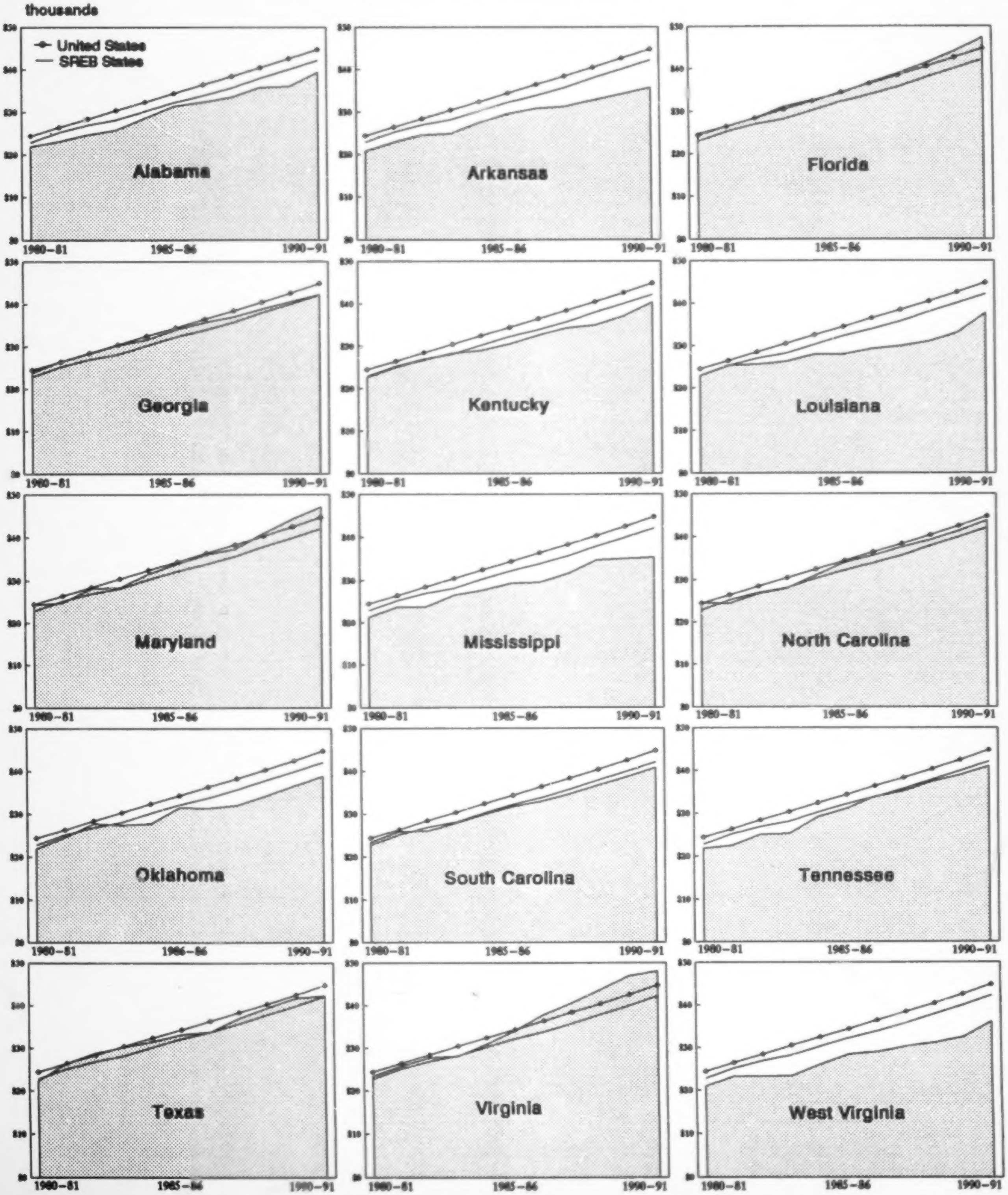
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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MARYLAND

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

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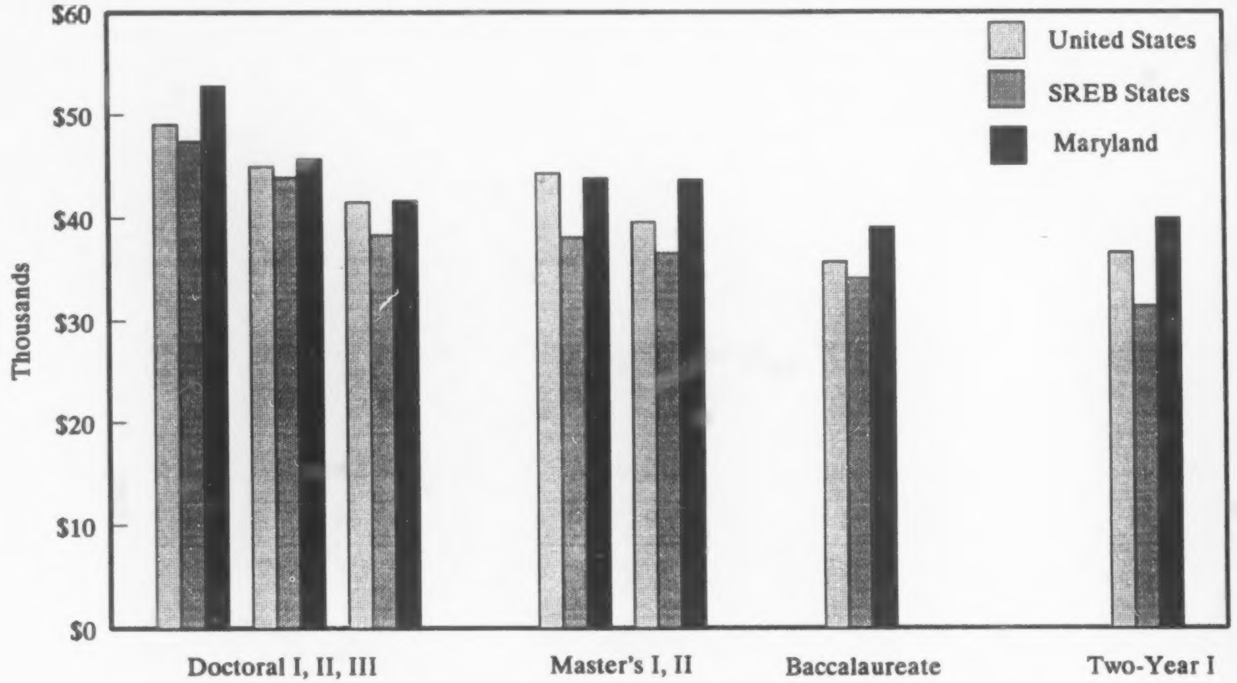
For further information about this report or the ***SREB-State Data Exchange****, contact Joe Marks, Associate Director for Data Services.*

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



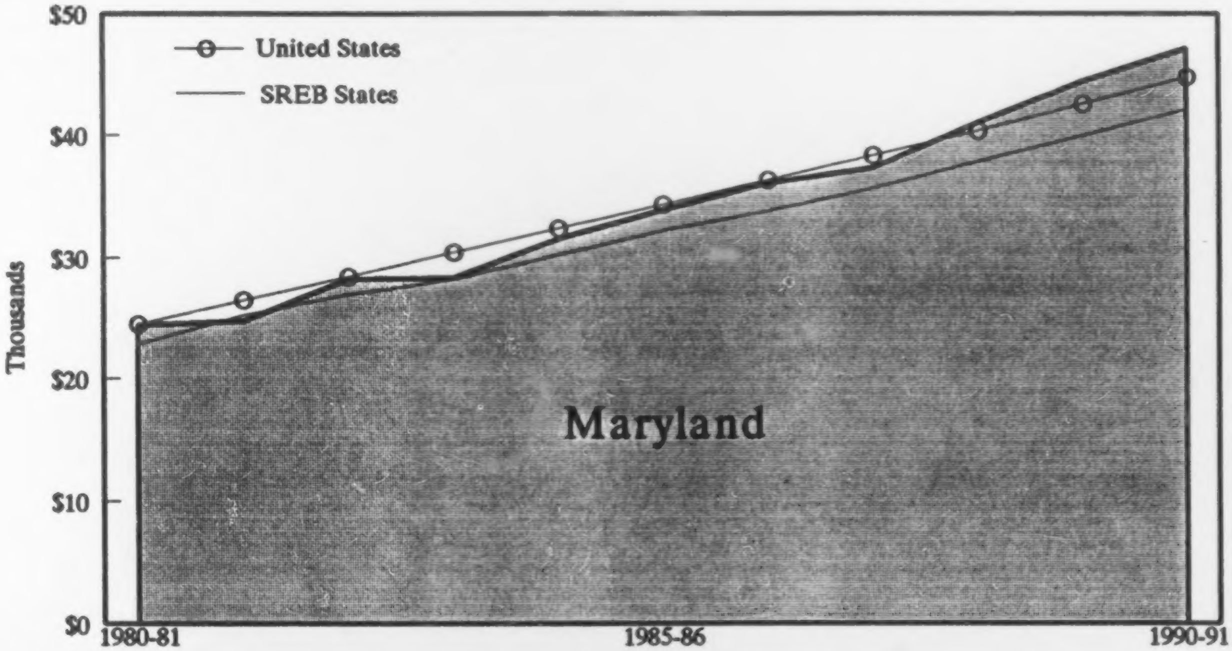
M A R Y L A N D H I G H L I G H T S

1990-91 Rankings of Faculty Salaries in Maryland and Changes Since 1989-90

- **The Doctoral I University ranks 2nd among 15 states, compared to 2nd among 14 states in 1989-90.**
- **The Doctoral II University ranks 3nd among 12 states, and was in a different category in 1989-90.**
- **The Doctoral III Universities rank 2nd among 9 states, compared to 2nd among 10 states in 1989-90.**
- **The Master's I University ranks 2nd among 11 states, compared to 2nd among 10 states in 1989-90.**
- **The Master's II Universities continue to rank 1st among 15 states.**
- **The Baccalaureate College ranks 2nd among 11 states, compared to 2nd among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges continue to rank 1st among 15 states.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in Maryland's public four-year universities and colleges (taken as a group) gained ground on the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Maryland's higher education institutions with four-year programs went up 93 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Maryland's public four-year universities and colleges stood at 107 percent of the regional average; by 1990-91 it had grown to 112 percent of the regional average, and Maryland ranked 3rd among the 15 SREB states.



Of the 14 other SREB states, only one had salaries increase at the same or a higher rate than Maryland over the last 10 years. In 1990-91, full-time faculty in Maryland's public four-year universities and colleges, on average, earned $47,085--$4,954 more than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and and regional averages rise. For example, it would have taken an increase of $0.92 for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Maryland's salaries to equal the 1990-91 regional average. The average salary in Maryland actually increased $1.18 for every $1.00 increase in the regional average from 1980-81 to 1990-91.

---

* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

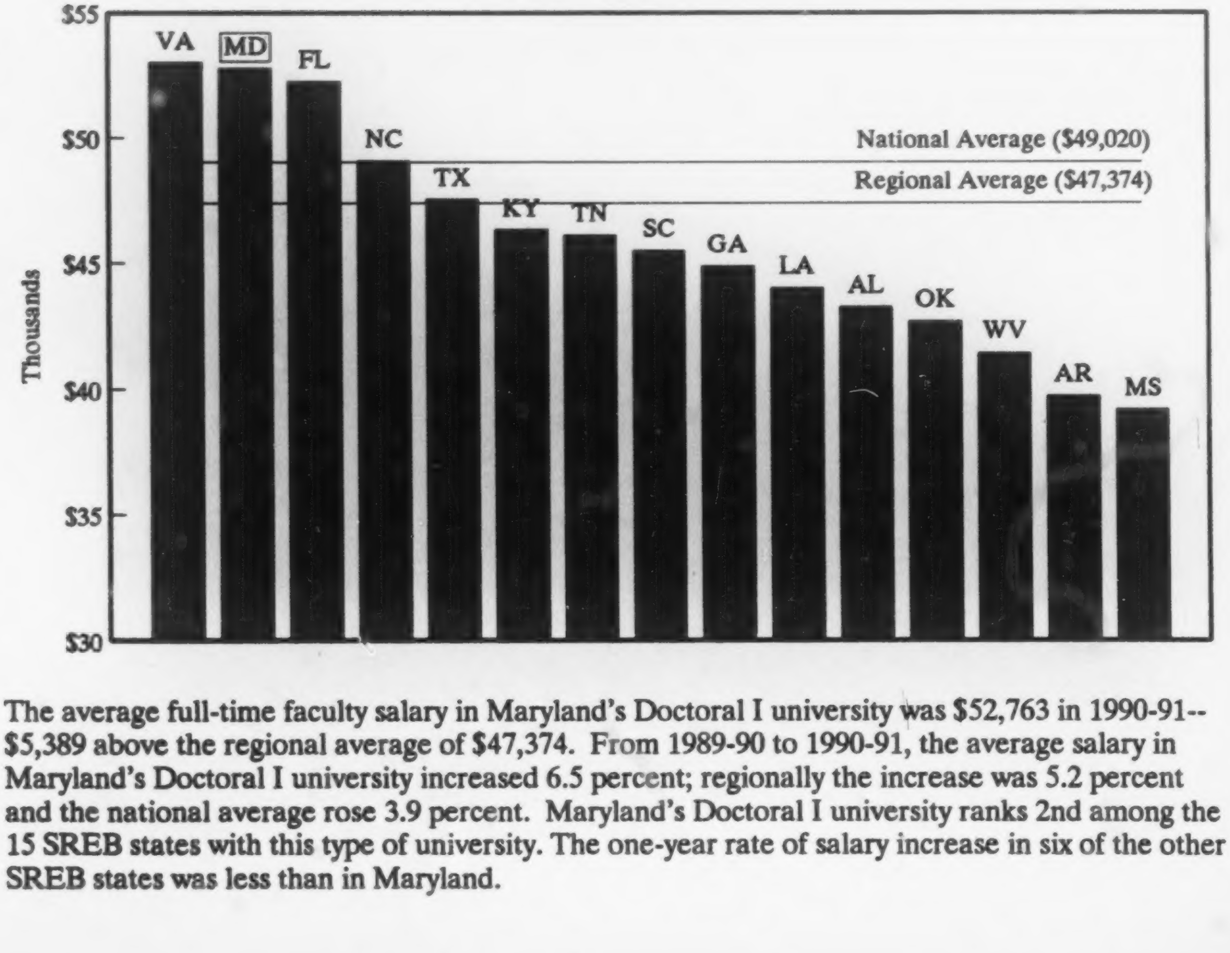
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Maryland is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Maryland Doctoral I University

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

University of Maryland-College Park

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



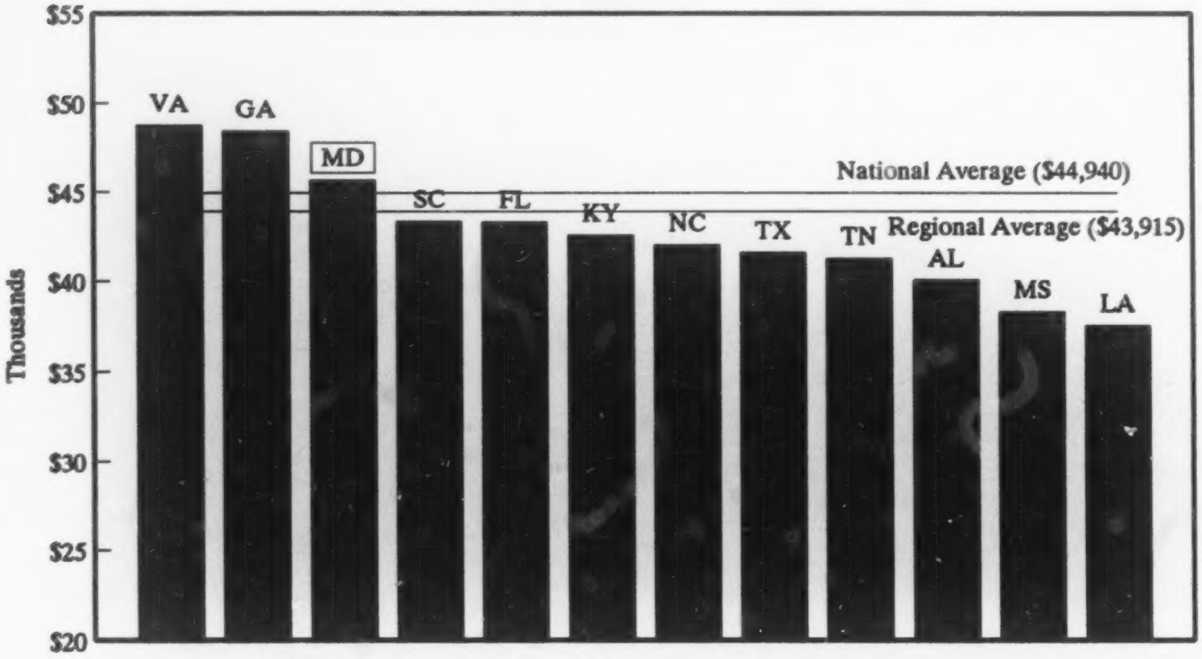
The average full-time faculty salary in Maryland's Doctoral I university was $52,763 in 1990-91--$5,389 above the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Maryland's Doctoral I university increased 6.5 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Maryland's Doctoral I university ranks 2nd among the 15 SREB states with this type of university. The one-year rate of salary increase in six of the other SREB states was less than in Maryland.

Maryland Doctoral II University

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

University of Maryland-Baltimore County[1]

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



The average full-time faculty salary at Maryland's Doctoral II university in 1990-91 was $45,661-- $1,746 more than the $43,915 regional average. The average salary at Doctoral II institutions increased 5.2 percent in the region, while the national average increase was 8.5 percent. Maryland's Doctoral II university ranked 3rd among the 12 SREB states with this type of university.

---

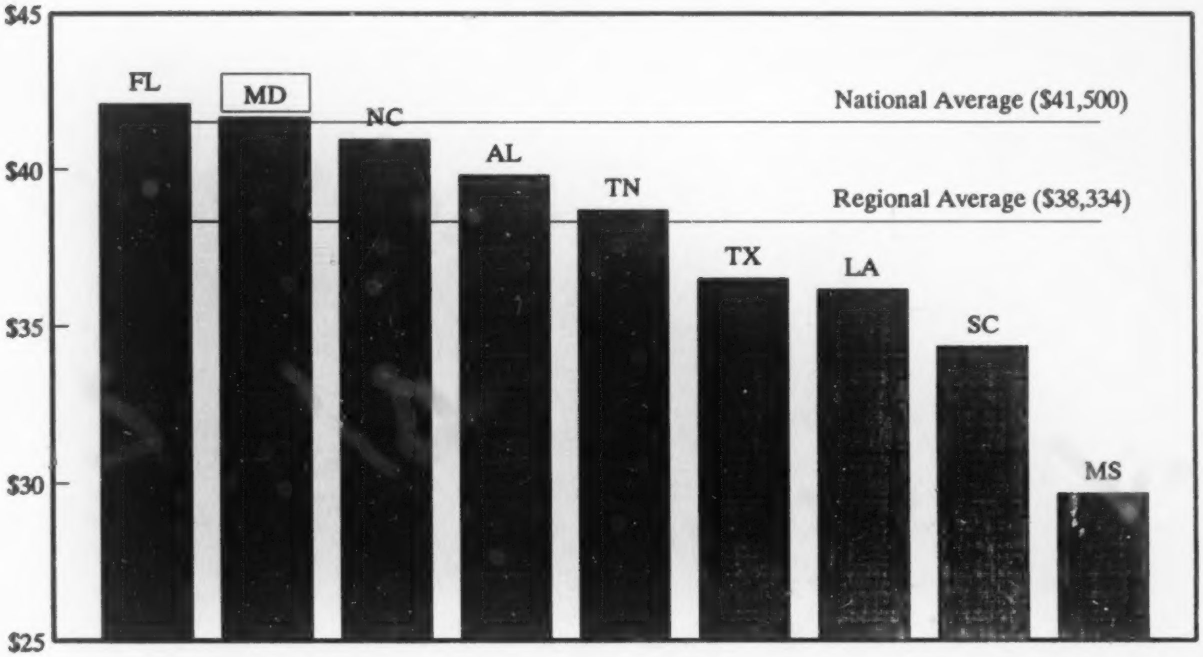
[1] University of Maryland-Baltimore County was reclassified from Doctoral III to Doctoral II.

Maryland Doctoral III Universities

Institutions awarding at least one doctoral degree.

Morgan State University
University of Maryland-Eastern Shore

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1990-91



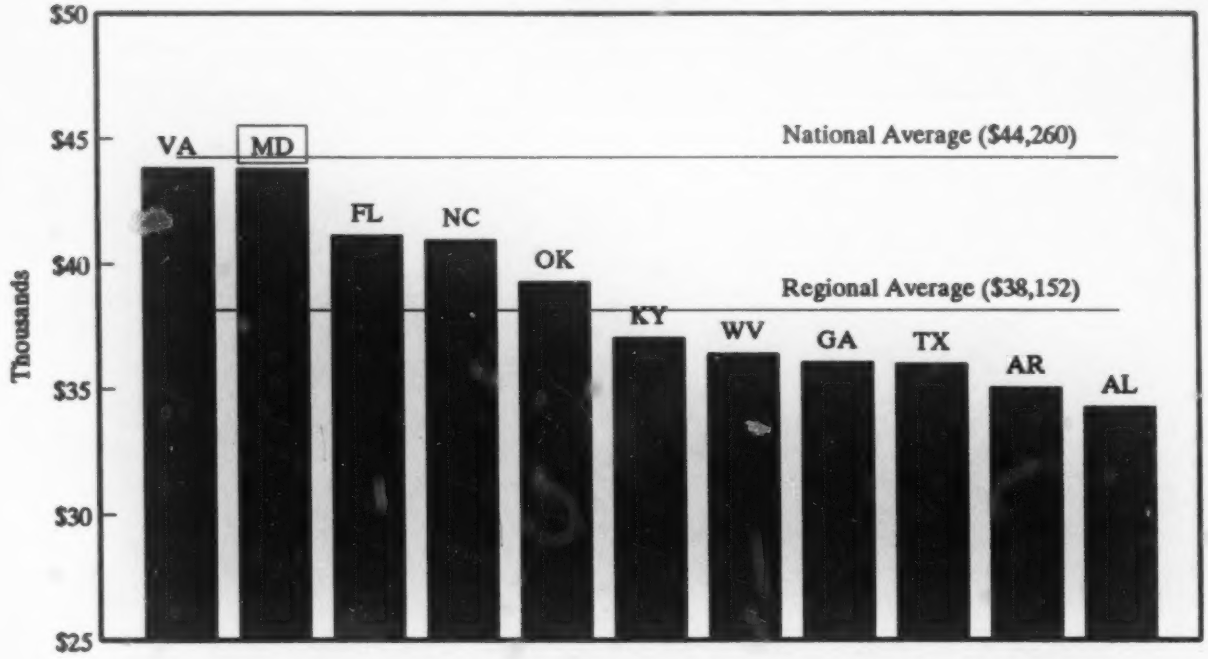
At the Doctoral III universities in Maryland, the average full-time instructional faculty salary was $41,653 in 1990-91--$3,319 above the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in Maryland rose 0.2 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the nine SREB states with Doctoral III universities, Maryland's average salary ranked 2nd in 1990-91, compared to 2nd among 10 states in 1989-90. Six of the other SREB states with this type of university had a one-year percent increase greater than Maryland's.

Maryland Master's I University

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

University of Maryland--Towson State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



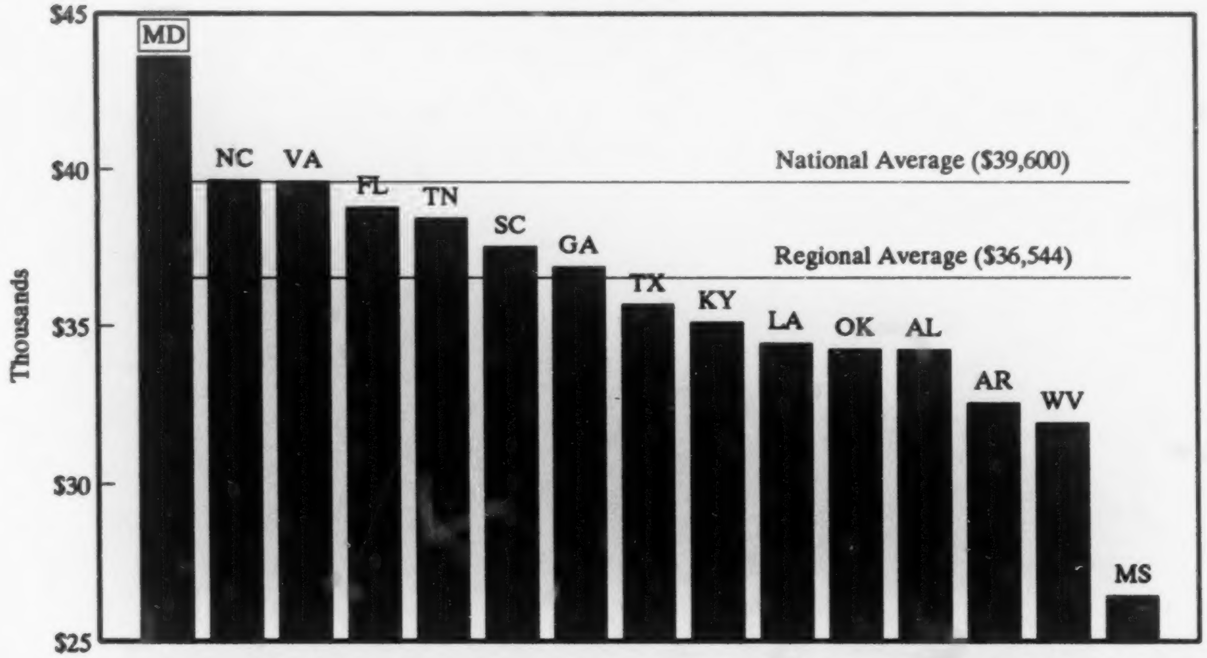
In 1990-91, the average full-time faculty salary at Maryland's Master's I university was $43,796--$5,644 above the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in Maryland grew 6.2 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Maryland's Master's I university ranked in 2nd place among the 11 SREB states having this type of institution, compared to 2nd among 10 states in 1989-90. Five states had increases smaller than Maryland's.

Maryland Master's II Universities

Institutions awarding at least one but less than 100 master's, education specialist, or post-master's degree or certificate.

University of Maryland--Bowie State University
University of Maryland--Coppin State University
University of Maryland--Frostburg State University
University of Maryland--Salisbury State University
University of Maryland--University of Baltimore

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



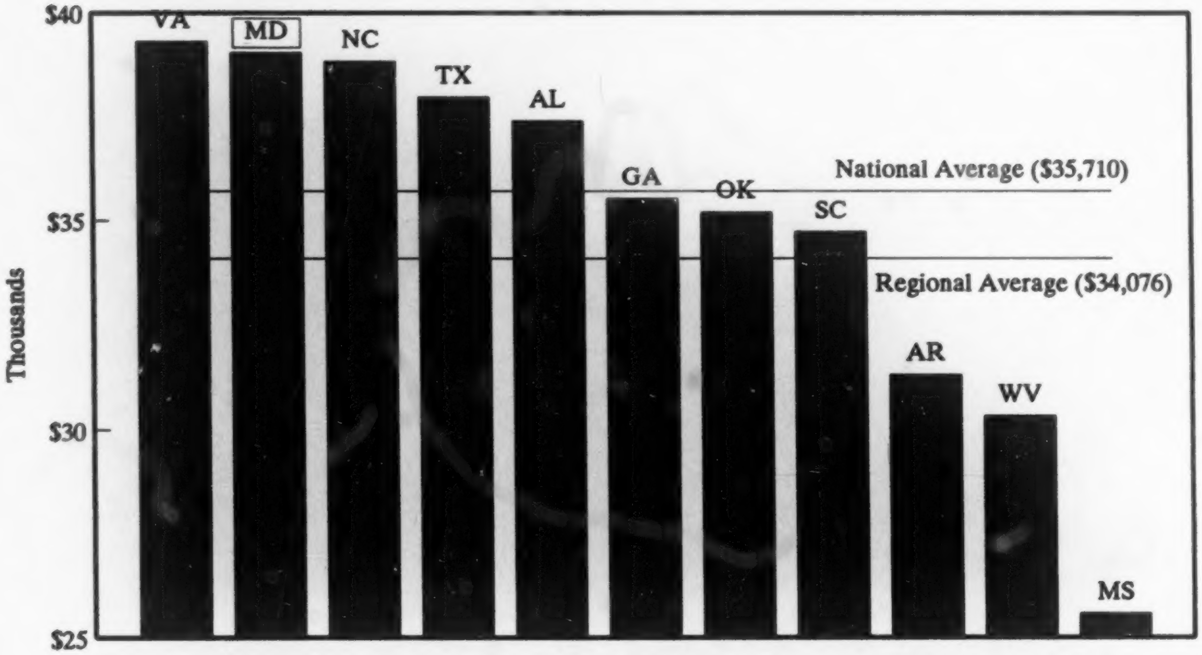
The average full-time faculty salary in 1990-91 at Maryland's Master's II universities was $43,601--$7,057 more than the regional average of $36,544. The average salary in Maryland's Master's II universities rose 6.4 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Maryland remained in 1st place among the 15 SREB states in both 1989-90 and 1990-91. In 11 of the other 15 states the one-year rate of salary increase was lower.

Maryland Baccalaureate College

Institutions that award the baccalaureate degree as the highest degree.

Saint Mary's College of Maryland

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



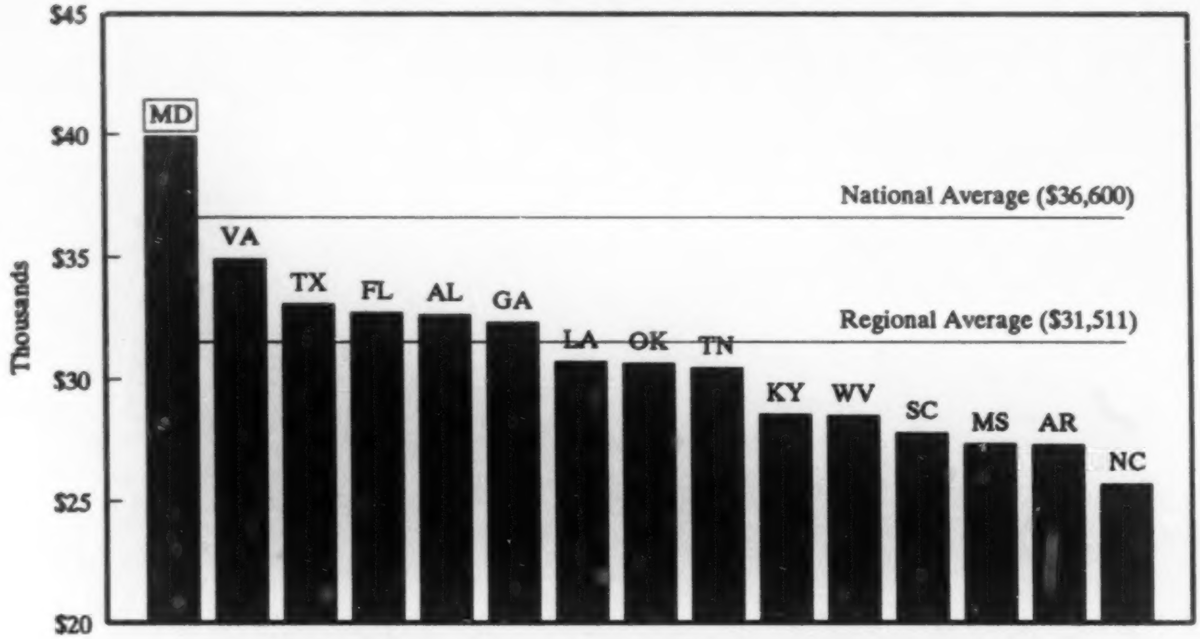
The average full-time faculty salary in Maryland's Baccalaureate college was $39,036 in 1990-91--$4,690 more than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in Maryland increased 2.3 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, Maryland ranked 2nd among 11 states in 1990-91, compared to 2nd among 10 states in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in eight of the other SREB states increased more than in Maryland.

Maryland Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Allegany Community College
Anne Arundel Community College
Catonsville Community College
Cecil Community College
Charles County Community College
Chesapeake College
Community College of Baltimore
Dundalk Community College
Essex Community College
Frederick Community College
Garrett Community College
Hagerstown Community College
Harford Community College
Howard Community College
Montgomery College--Germantown Campus
Montgomery College--Rockville Campus
Montgomery College--Takoma Park Campus
Prince Georges Community College
Wor-Wic Technical Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Maryland's Comprehensive Two-Year colleges, the average salary of full-time faculty was $39,910 in 1990-91--$8,399 above the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Maryland's Comprehensive Two-Year colleges increased 4.2 percent; national and regional averages increased 6.1 and 3.5 percent respectively. The average salary in Maryland remained in 1st position among the 15 SREB states with Comprehensive Two-Year colleges. In six of these 15 states, the one-year percent increases were less than in Maryland.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	--	--	--	37,026	6	25.9	35,115	9	24.1	--	--	--	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	--	--	--	34,463	10	28.1	--	--	--	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	--	--	--	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	36,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	--	--	--	--	--	--	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	--	--	--	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	--	--	--	38,429	5	23.9	--	--	--	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	--	--	--	--	--	--	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"--" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

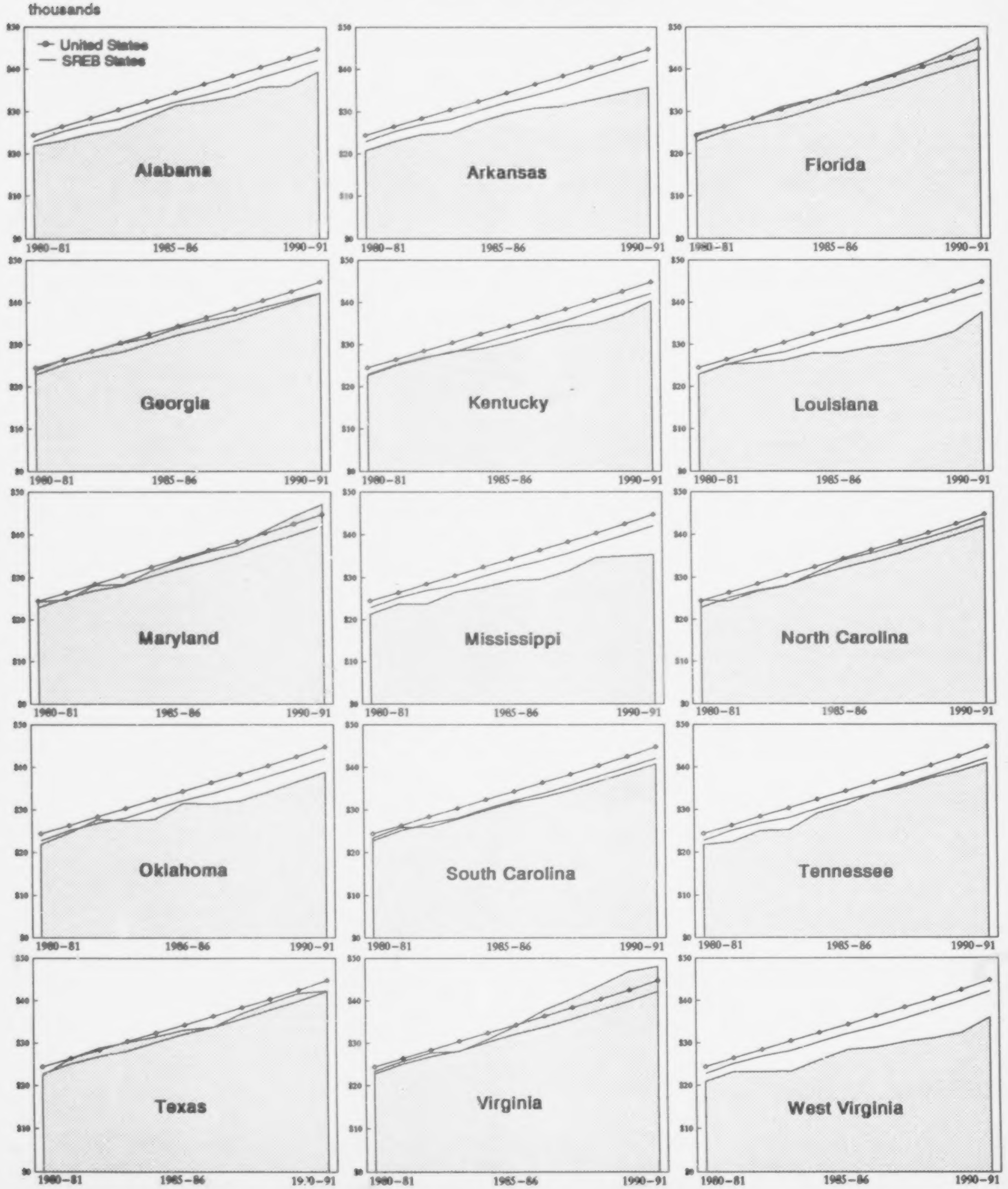
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1980-81 to 1990-91



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MISSISSIPPI

Public College and University Faculty Salaries Compared to National and SREB Averages
1990-91

SOUTHERN REGIONAL EDUCATION BOARD
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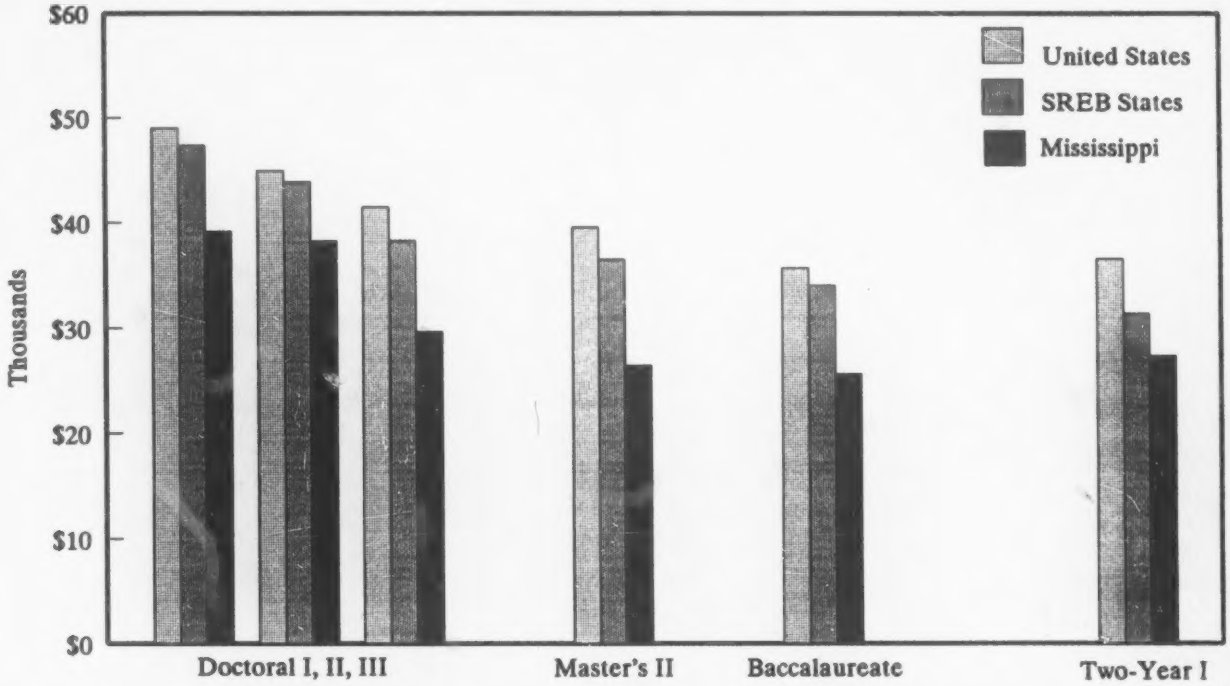


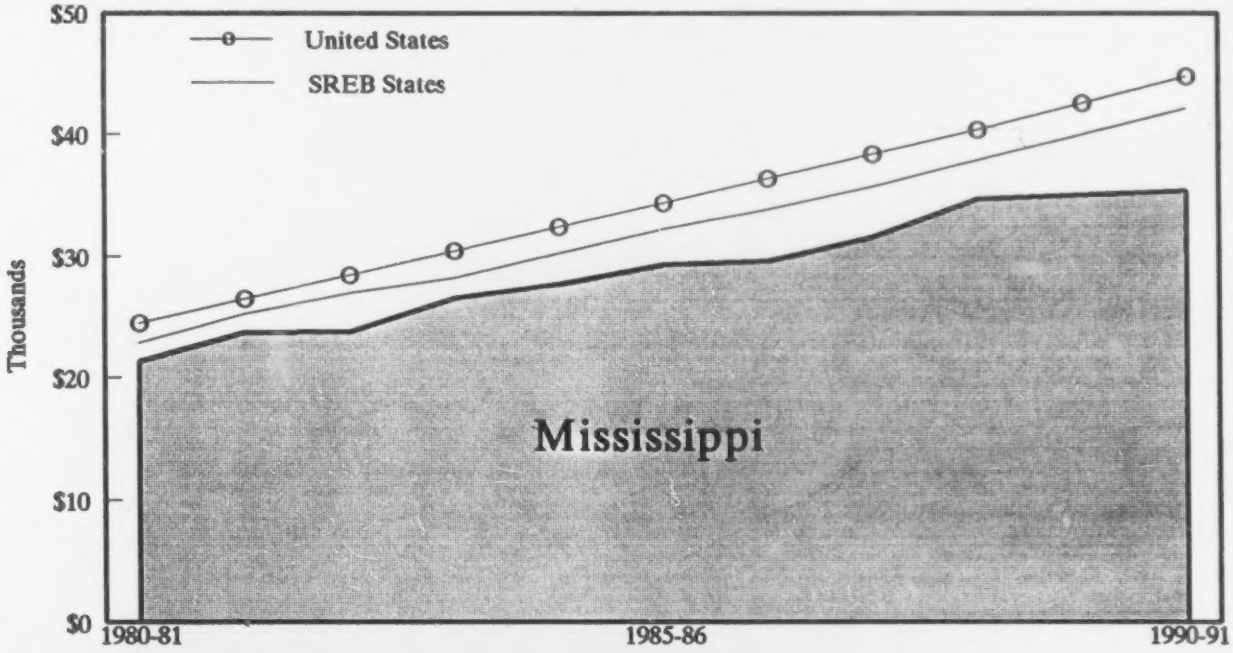
MISSISSIPPI HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Mississippi and Changes Since 1989-90

- **The Doctoral I University ranks 15th among 15 states, and was in a different category in 1989-90.**
- **The Doctoral II Universities rank 11th among 12 states, compared to 9th among 10 states in 1989-90.**
- **The Doctoral III Universities rank 9th among 9 states, compared to 10th among 10 states in 1989-90.**
- **The Master's II Universities continue to rank 15th among 15 states.**
- **The Baccalaureate College ranks 11th among 11 states, and was in a different category in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 13th among 15 states, compared to 11th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in Mississippi's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Mississippi's higher education institutions with four-year programs went up 66 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Mississippi's public four-year universities and colleges stood at 93 percent of the regional average; by 1990-91 it had dropped to 84 percent of the regional average, and Mississippi ranked 15th among the 15 SREB states.



Of the 14 other SREB states, all had salaries increase at a higher rate than Mississippi over the last 10 years. In 1990-91, full-time faculty in Mississippi's public four-year universities and colleges, on average, earned $35,346--$6,785 less than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

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Comparisons by Type of University or College
1989-90 and 1990-91

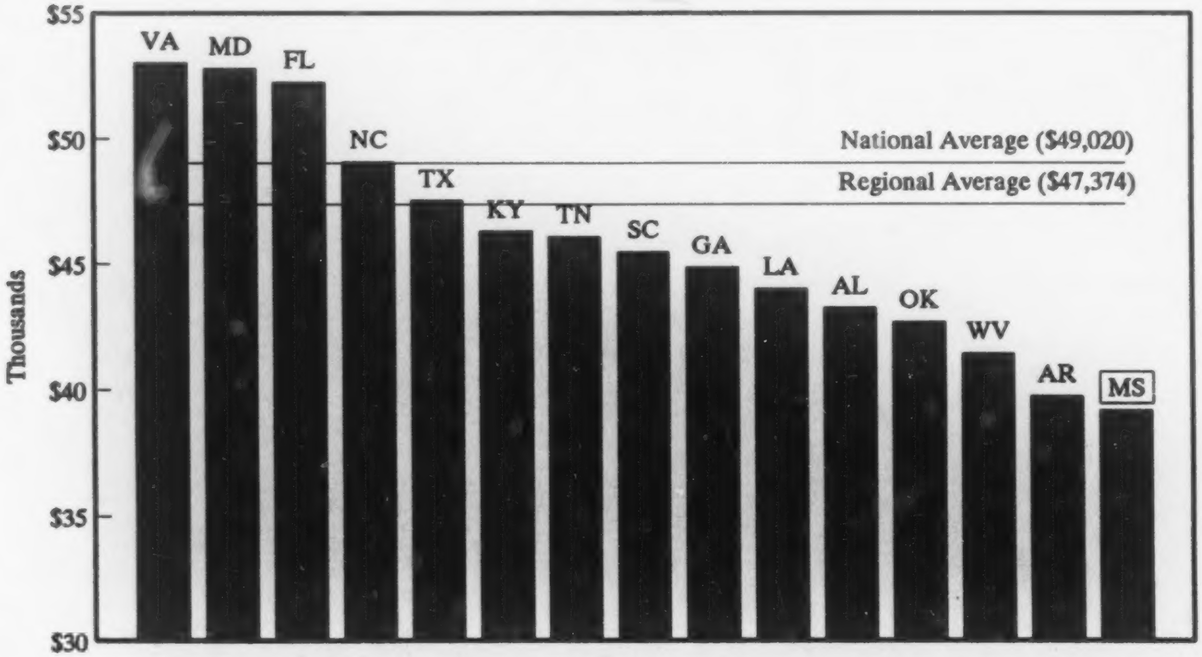
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Mississippi is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Mississippi Doctoral I University

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

Mississippi State University [1]

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



The average full-time faculty salary in Mississippi's Doctoral I university was $39,171 in 1990-91-- $8,203 less than the regional average of $47,374. Mississippi's Doctoral I university ranked 15th among the 15 SREB states with this type of university.

---

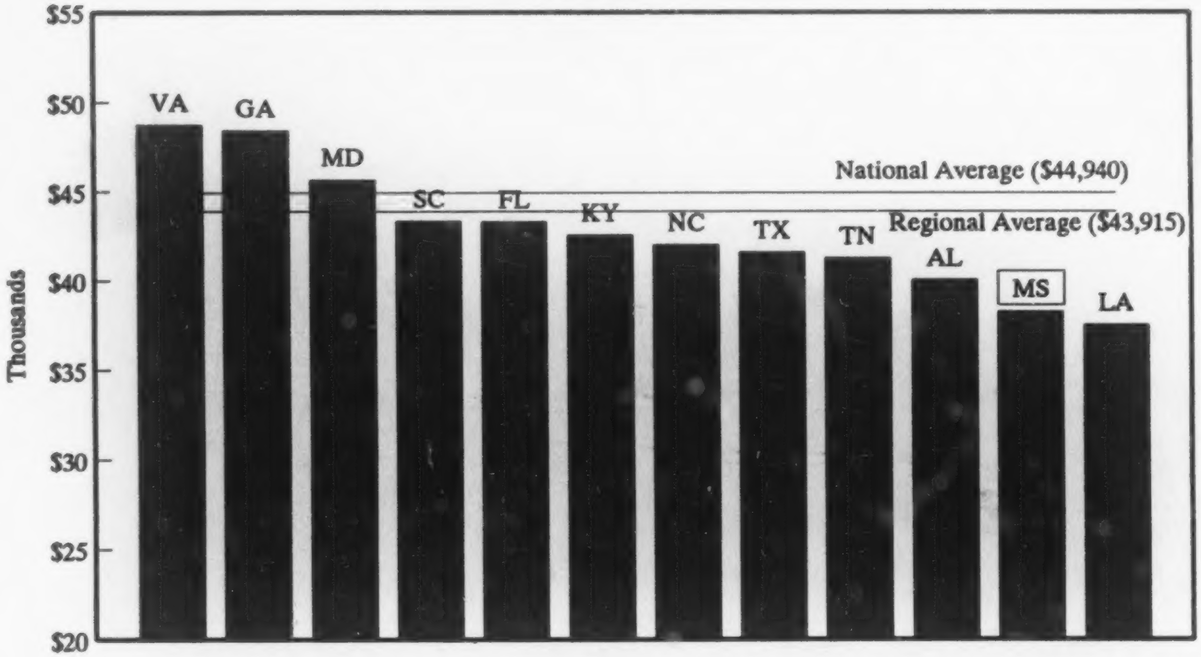
[1] Mississippi State University was reclassified from Doctoral II to Doctoral I.

Mississippi Doctoral II Universities

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

University of Mississippi
University of Southern Mississippi

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



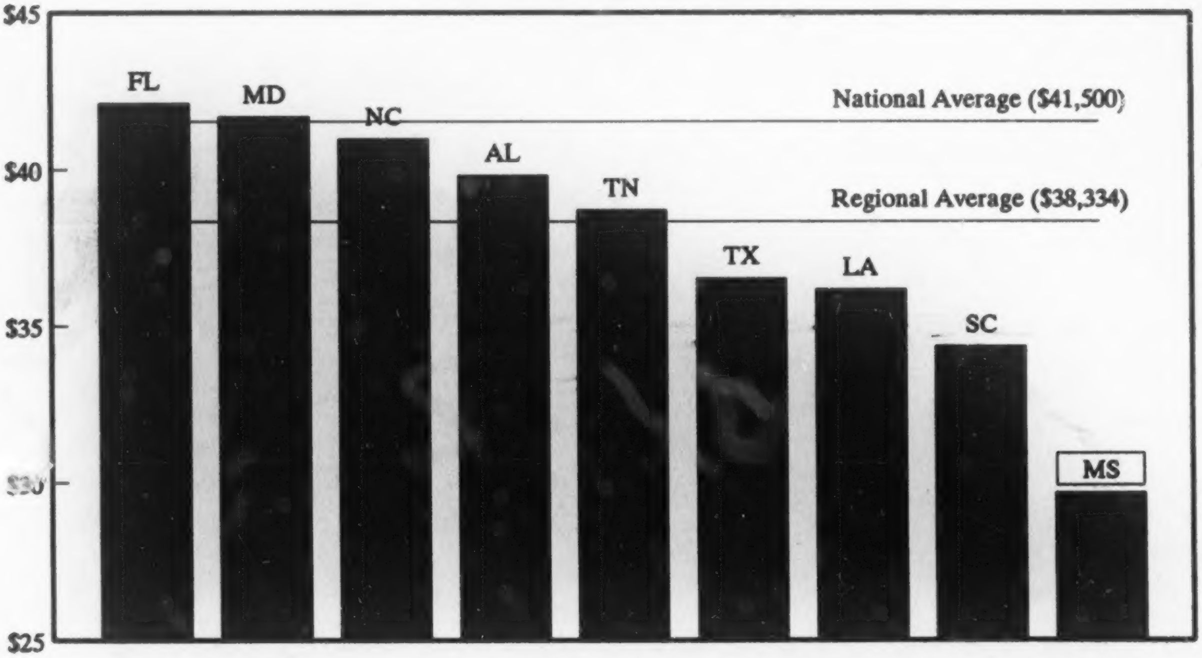
The average full-time faculty salary at Mississippi's Doctoral II universities in 1990-91 is $38,272--$5,643 below the $43,915 regional average. The average salary at Mississippi's Doctoral II universities increased 0.6 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. Average salaries at Mississippi's Doctoral II universities ranked 11th in 1989-90 among the 12 SREB states with this type of university, compared to 9th among 10 states in 1989-90. Percent increases in nine of the other SREB states with this type of university were greater than in Mississippi.

Mississippi Doctoral III Universities

Institutions awarding at least 1 doctoral degree.

Delta State University
Jackson State University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1990-91



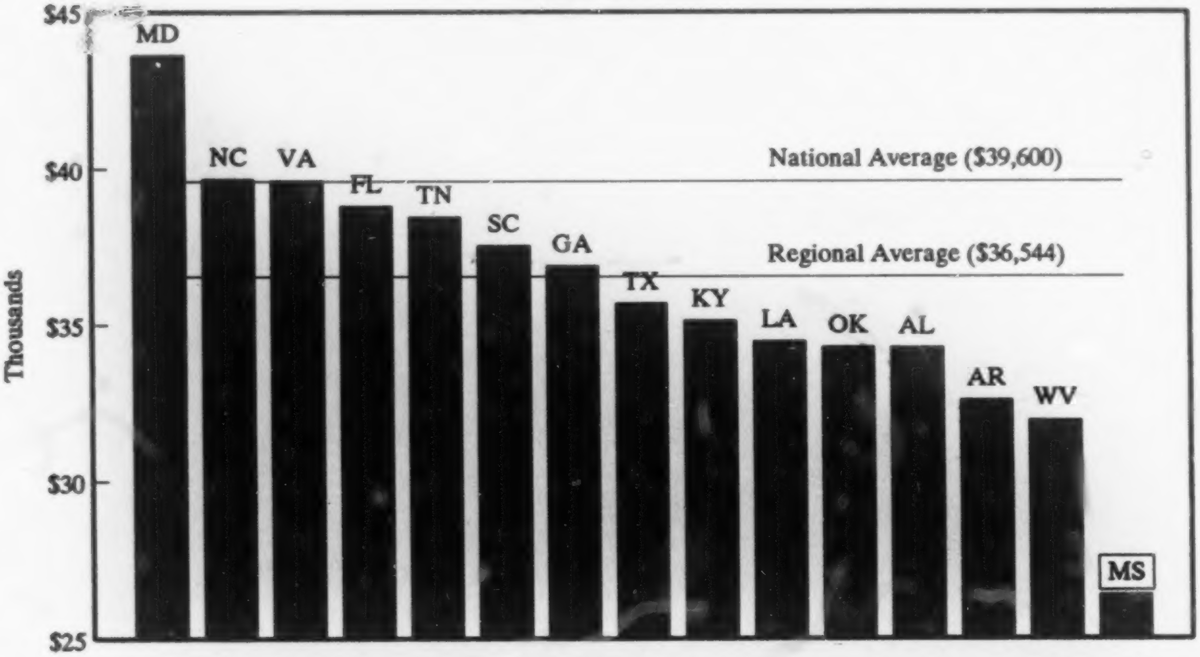
At the Doctoral III universities in Mississippi, the average full-time instructional faculty salary was $29,652 in 1990-91--$8,682 below the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in Mississippi rose declined 0.2 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the nine SREB states with Doctoral III universities in 1990-91, Mississippi's average salary ranked 9th, compared with 10th among 10 states in 1989-90. All of the other SREB states with this type of university had a one-year percent increase.

Mississippi Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Alcorn State University
Mississippi University for Women

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



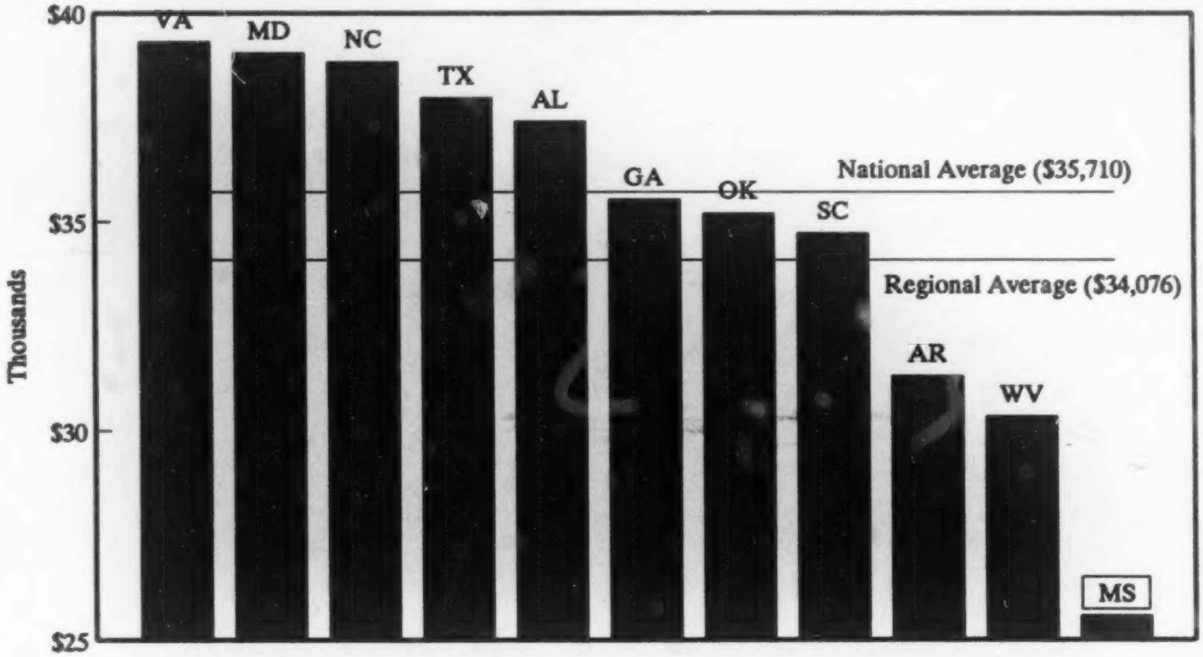
The average full-time faculty salary in 1990-91 at Mississippi's Master's II universities was $26,416--$10,128 less than the regional average of $36,544. The average salary in Mississippi's Master's II universities was unchanged between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Mississippi remained in 15th place among the 15 SREB states; in all of the other states there was a salary increase.

Mississippi Baccalaureate College

Institutions that award the baccalaureate degree as the highest degree.

Mississippi Valley State University[2]

Average Full-Time Faculty Salaries United States and SREB States Baccalaureate Colleges and Universities 1990-91



The average full-time faculty salary in Mississippi's Baccalaureate university was $25,581 in 1990-91--$8,495 less than the regional average of $34,076. Regionally the average salary at Baccalaureate institutions rose 4.8 percent, and nationally the increase was 4.5 percent between 1989-90 and 1990-91. Of the 11 SREB states with Baccalaureate colleges or universities, Mississippi ranked 11th.

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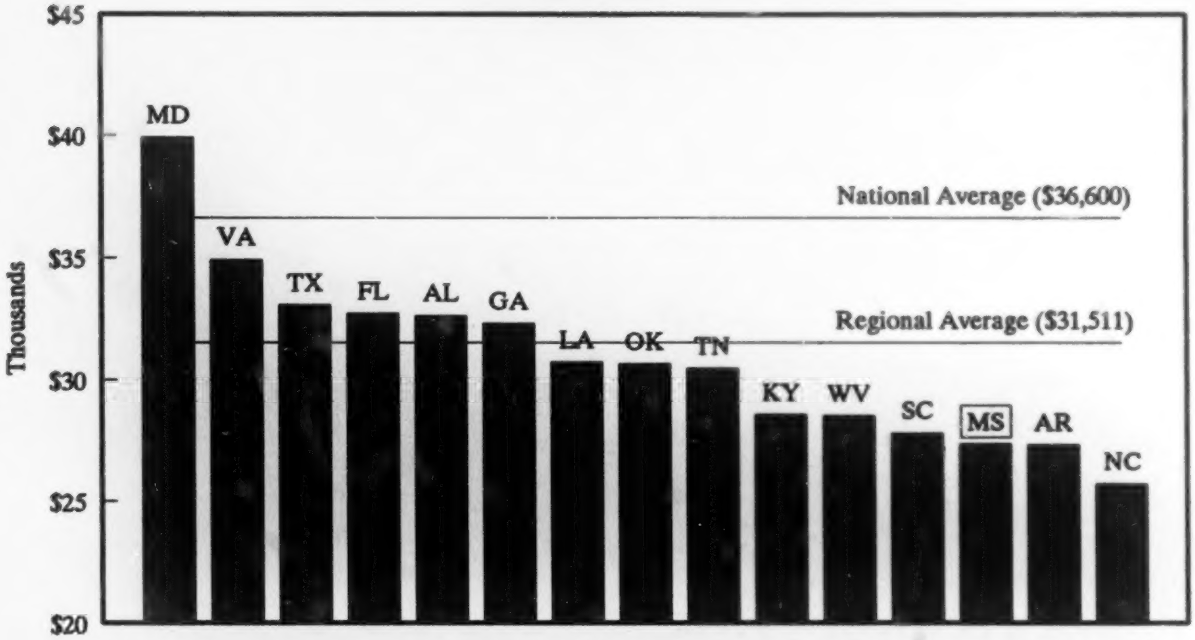
[2] Mississippi Valley State University was reclassified from Master's II to Baccalaureate.

Mississippi Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Coahoma Junior College
Copiah-Lincoln Community College
East Central Community College
East Mississippi Community College
Hinds Community College
Holmes Junior College
Itawamba Community College
Jones County Junior College
Meridian Community College
Mississippi Delta Junior College
Mississippi Gulf Coast Community College
Northeast Mississippi Community College
Northwest Mississippi Community College
Pearl River Community College
Southwest Mississippi Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Mississippi's Comprehensive Two-Year colleges, the average salary of full-time faculty was $27,336 in 1990-91--$4,175 below the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Mississippi's Comprehensive Two-Year colleges increased 2.4 percent; national and regional averages increased 6.1 and 3.5 percent respectively. The ranking of the average salary in Mississippi fell from 11th in 1989-90 to 13th in 1990-91 among the 15 SREB states. In 12 of these 15 states, the one-year percent increases were greater than in Mississippi.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	--	--	--	37,026	6	25.9	35,115	9	24.1	--	--	--	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	--	--	--	34,463	10	28.1	--	--	--	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	--	--	--	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	--	--	--	--	--	--	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,636	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	--	--	--	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	--	--	--	38,429	5	23.9	--	--	--	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	--	--	--	--	--	--	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"——" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

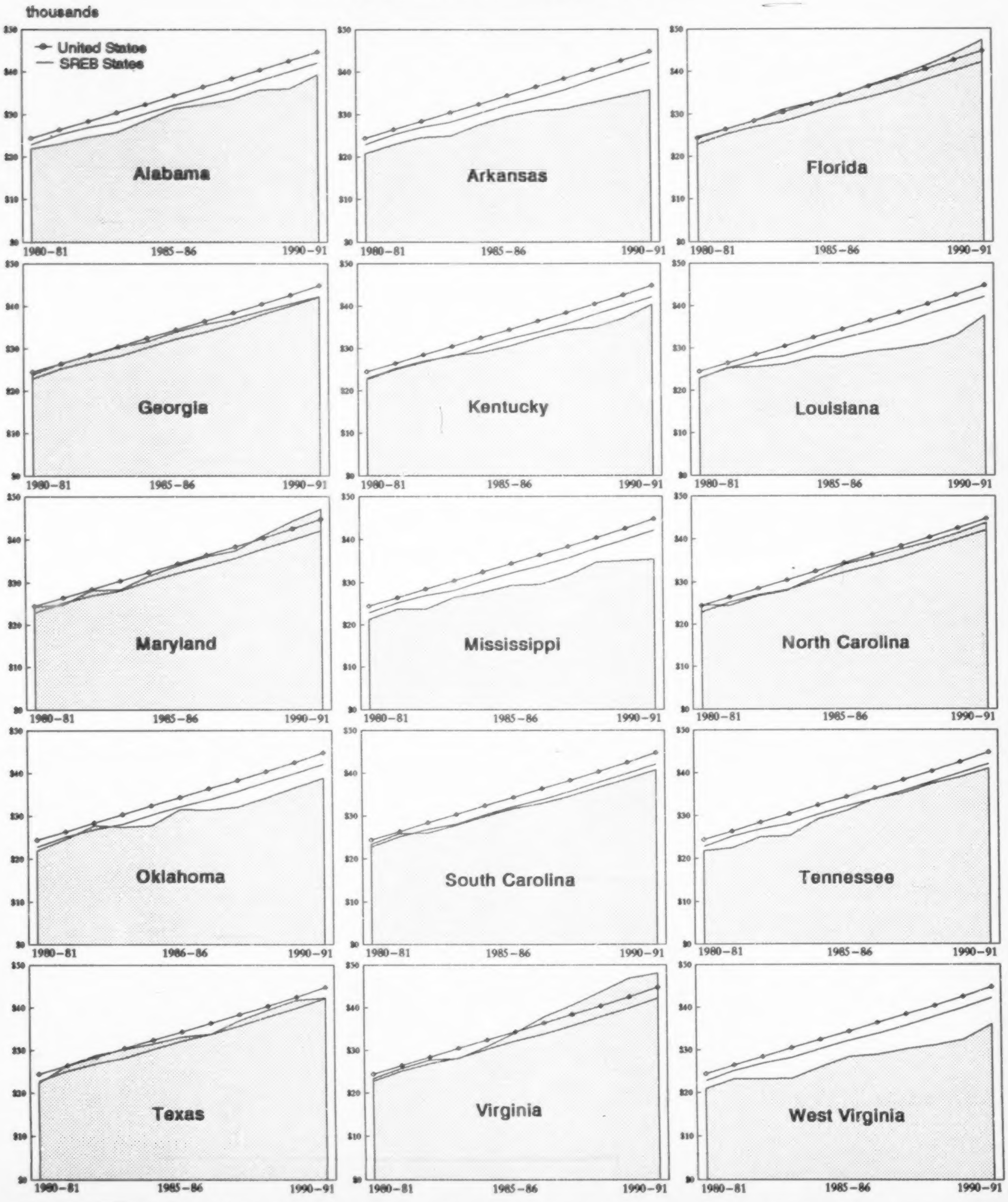
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1980-81 to 1990-91



SOURCE: SREB-State Data Exchange; American Association of University Professors.

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NORTH CAROLINA

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

Data for postsecondary vocational-technical institutions are not presented in this report. Due to reorganization in a number of states, four of six states with this type of institution have not provided faculty salary data. This report is based on the July 1, 1991 revision of the ***SREB-State Data Exchange, 1990-91.***

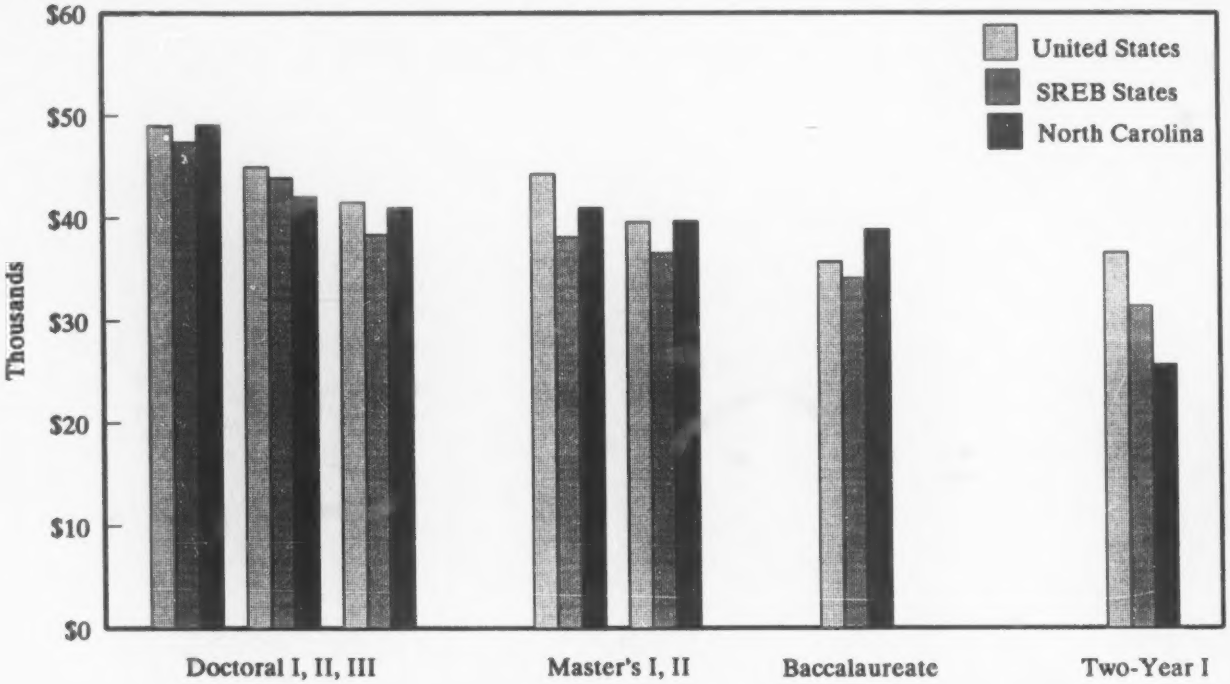
The complete ***SREB-State Data Exchange,*** *1990-91 contains faculty salary data and data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (professor, associate professor, etc.). Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tutition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid. Updates are provided as necessary.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the ***SREB-State Data Exchange,*** *contact Joe Marks, Associate Director for Data Services.*

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



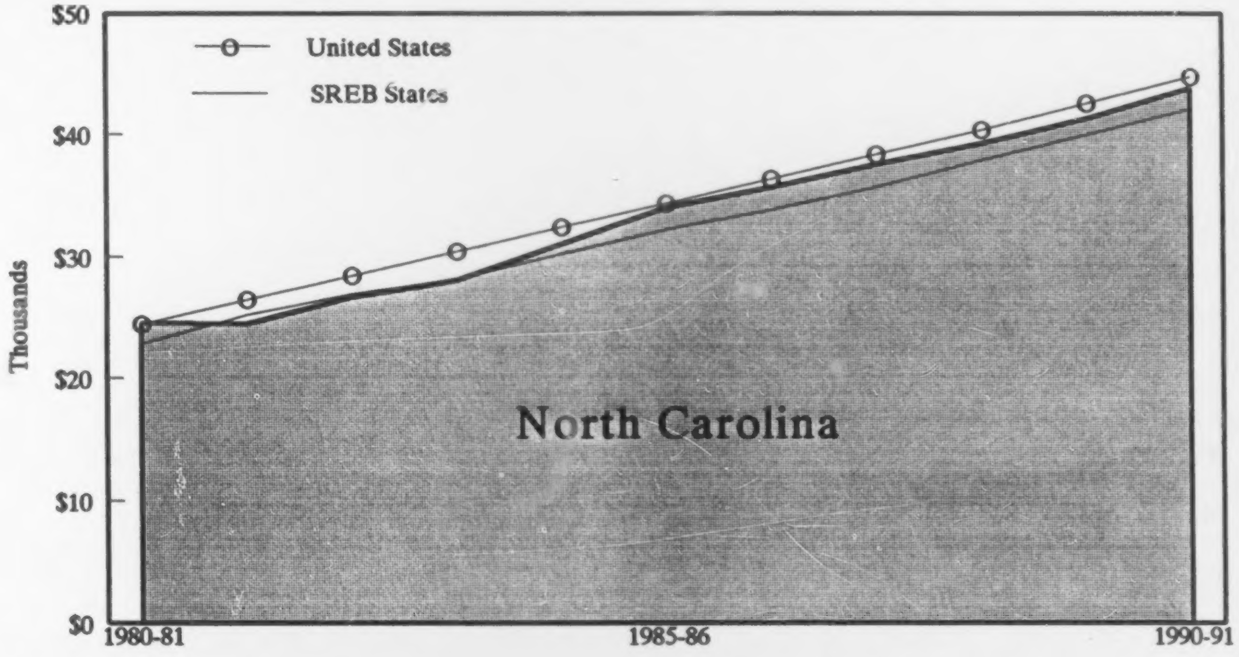
NORTH CAROLINA HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in North Carolina and Changes Since 1989-90

- **The Doctoral I Universities rank 4th among 15 states, compared to 5th among 14 states in 1989-90.**
- **The Doctoral II University ranks 7th among 12 states, compared to 6th among 10 states in 1989-90.**
- **The Doctoral III University ranks 3rd among 9 states, compared to 4th among 10 states in 1989-90.**
- **The Master's I Universities rank 4th among 11 states, compared to 3rd among 10 states in 1989-90.**
- **The Master's II Universities rank 2nd among 15 states, compared to 4th among 15 states in 1989-90.**
- **The Baccalaureate Colleges rank 3rd among 11 states, compared to 4th among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges continue to rank 15th among 15 states.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in North Carolina's public four-year universities and colleges (taken as a group) lost ground compared with the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in North Carolina's higher education institutions with four-year programs went up 79 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in North Carolina's public four-year universities and colleges stood at 107 percent of the regional average; by 1990-91 it was 104 percent of the regional average, and North Carolina ranked 4th among the 15 SREB states.



Of the 14 other SREB states, six had salaries increase at the same or a higher rate than North Carolina over the last 10 years. In 1990-91, full-time faculty in North Carolina's public four-year universities and colleges, on average, earned $43,849--$1,718 more than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $0.91 for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for North Carolina's salaries to equal the 1990-91 regional average. The average salary in North Carolina actually increased $1.00 for every $1.00 increase in the regional average during that time.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

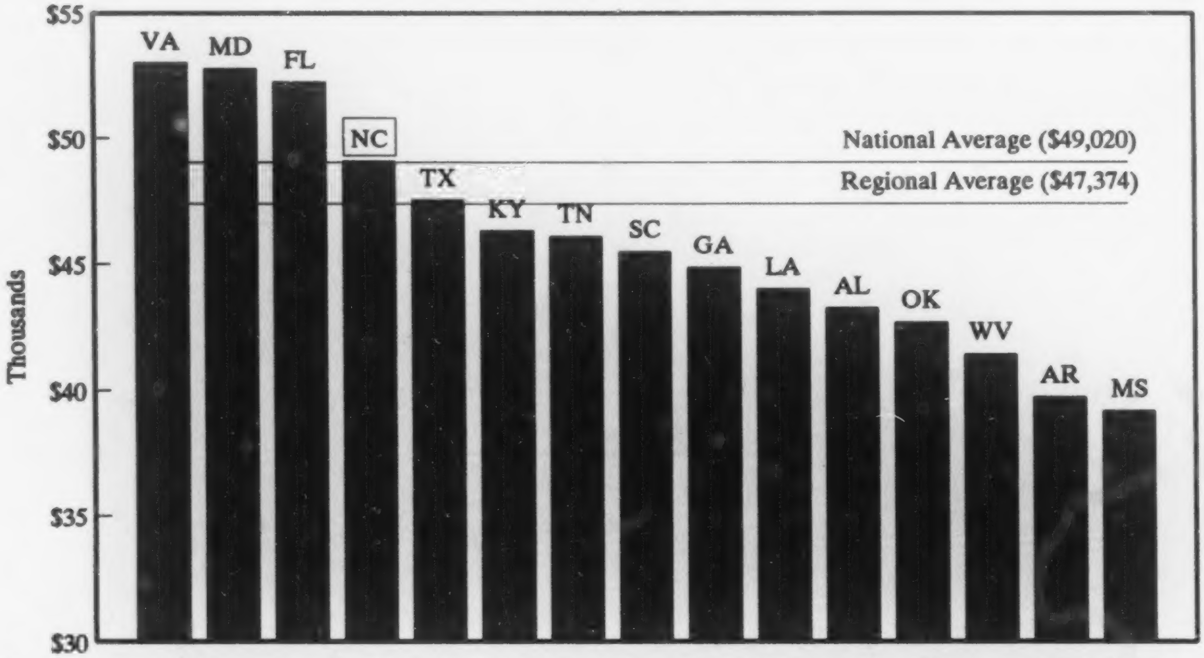
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in North Carolina is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

North Carolina Doctoral I Universities

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

North Carolina State University
University of North Carolina-Chapel Hill

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



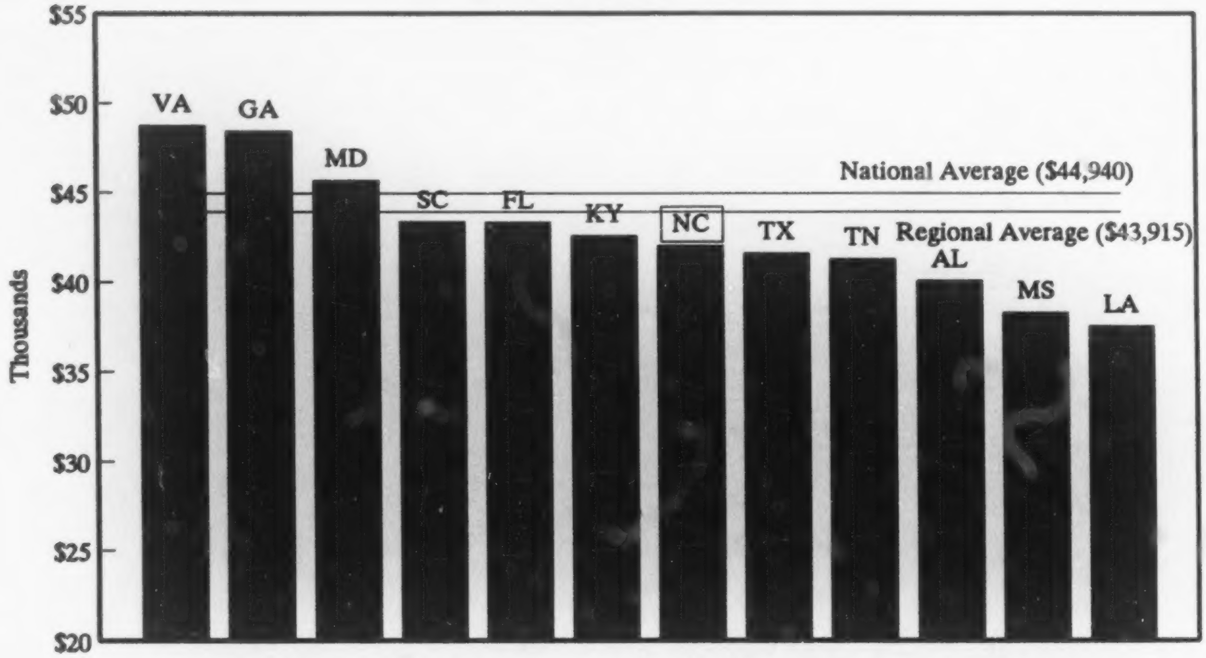
The average full-time faculty salary in North Carolina's Doctoral I universities was $49,068 in 1990-91--$1,694 above the regional average of $47,374. From 1989-90 to 1990-91, the average salary in North Carolina's Doctoral I universities increased 6.7 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. North Carolina's Doctoral I universities rank 4th among the 15 SREB states with this type of university, compared to 5th among 14 states in 1989-90. The one-year rate of salary increase in six of the other SREB states was greater than in North Carolina.

North Carolina Doctoral II University

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

University of North Carolina-Greensboro

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



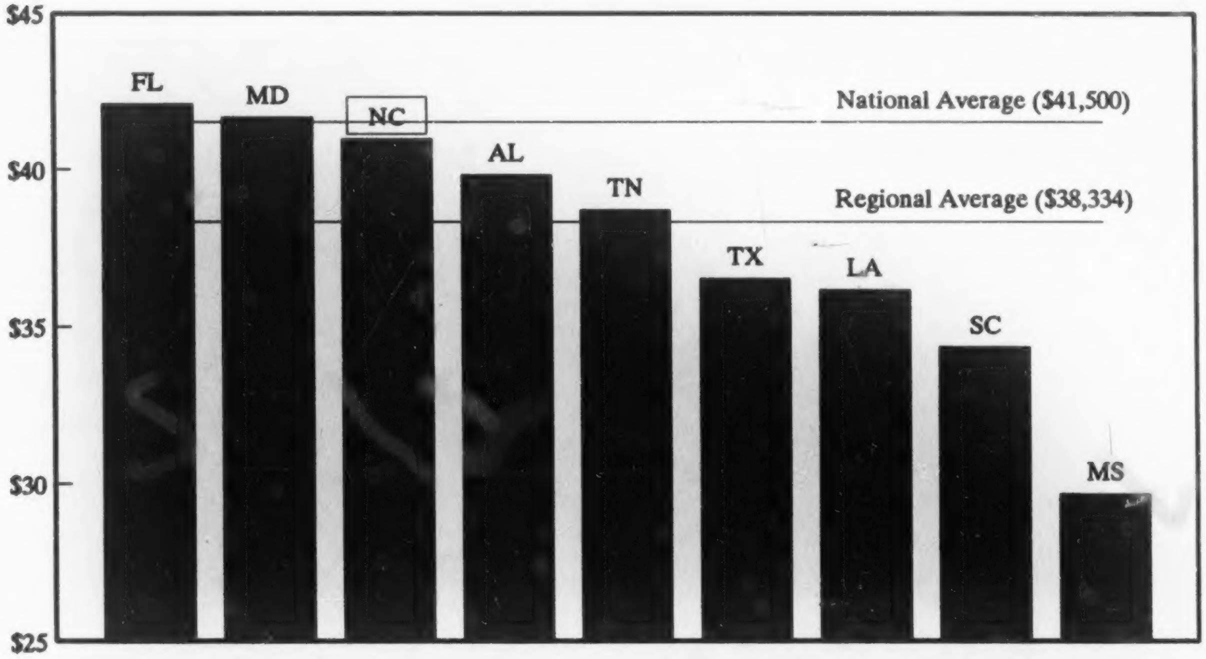
The average full-time faculty salary at North Carolina's Doctoral II university in 1990-91 was $42,011--$1,904 below the $43,915 regional average. The average salary at North Carolina's Doctoral II university increased 5.2 percent over percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. North Carolina's Doctoral II university ranked 7th among the 12 SREB states with this type of university, compared to 6th among 10 states in 1989-90. Percent increases in six of the other nine SREB states with this type of university were less than in North Carolina.

North Carolina Doctoral III University

Institutions awarding at least 1 doctoral degree.

East Carolina University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1990-91



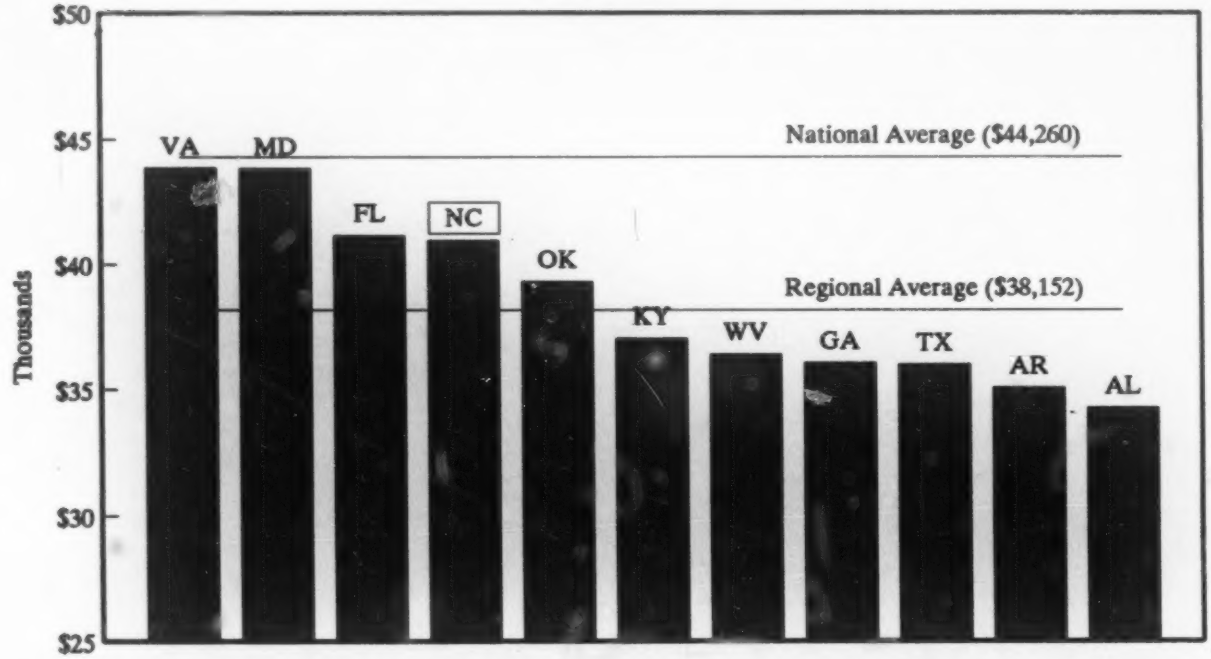
At the Doctoral III university in North Carolina, the average full-time instructional faculty salary was $40,951 in 1990-91--$2,617 above the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in North Carolina rose 6.2 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the nine SREB states with Doctoral III universities, North Carolina's average salary ranked 3rd in 1990-91, up from 4th among 10 states in 1989-90. Five of the other SREB states with this type of university had a one-year percent increase less than North Carolina's.

North Carolina Master's I Universities

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

Appalachian State University
North Carolina Agricultural & Technical State University
North Carolina Central University
University of North Carolina-Charlotte
Western Carolina University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



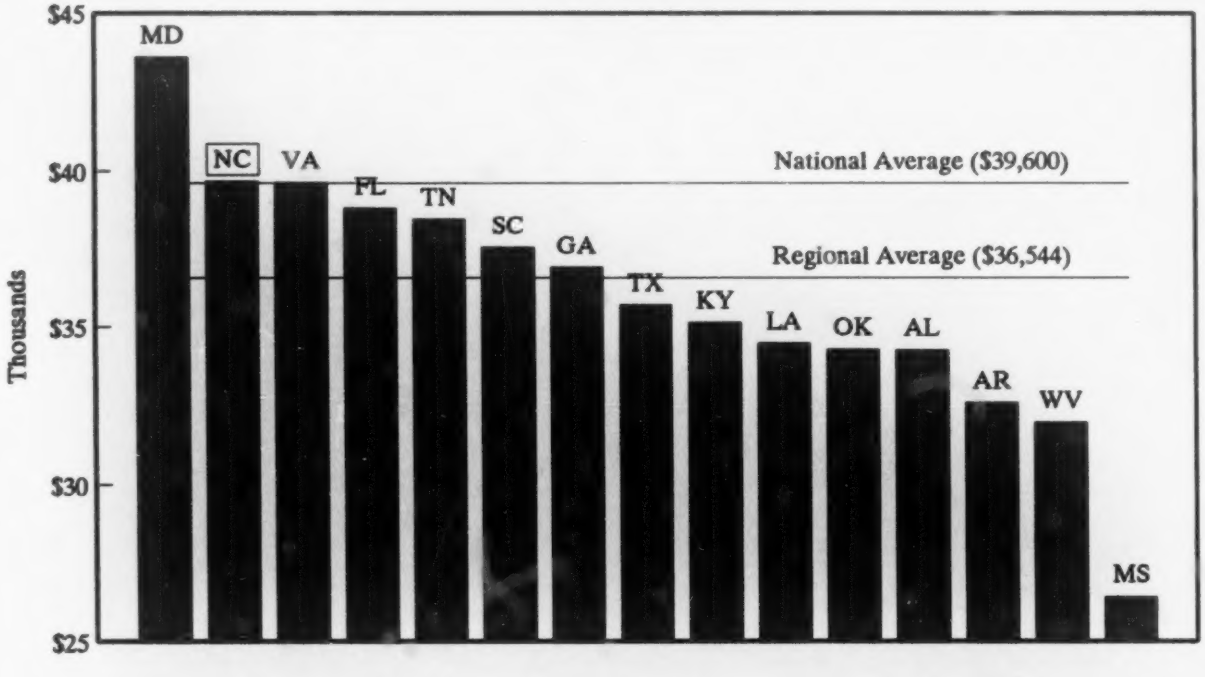
In 1990-91, the average full-time faculty salary at North Carolina's Master's I universities was $40,948--$2,796 above the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in North Carolina grew 6.0 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in 1990-91 in North Carolina's Master's I universities ranked in 4th place among the 11 SREB states having this type of institution, compared to 3rd among 10 states in 1989-90. Four states had increases smaller than North Carolina's.

North Carolina Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Fayetteville State University
Pembroke State University
University of North Carolina-Wilmington

Average Full-Time Faculty Salaries United States and SREB States Master's II Universities 1990-91



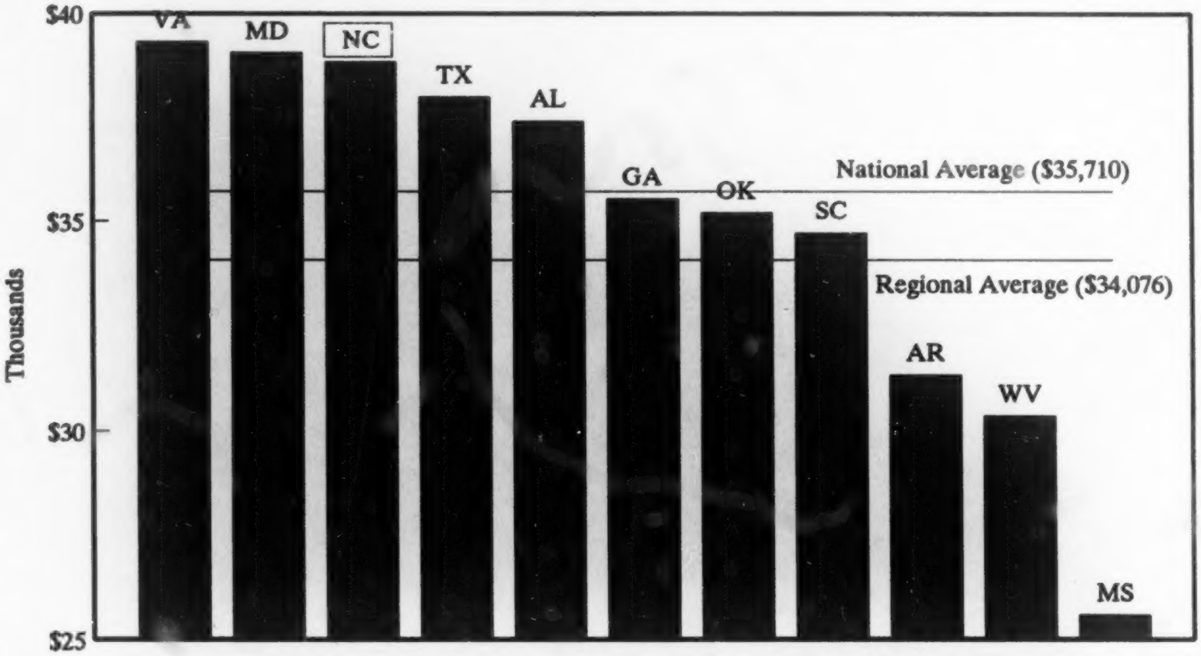
The average full-time faculty salary in 1990-91 at North Carolina's Master's II universities was $39,653--$3,109 more than the regional average of $36,544. The average salary in North Carolina's Master's II universities rose 5.7 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in North Carolina moved up from 4th to 2nd place in 1990-91 among the 15 SREB states. In seven of the other states the one-year rate of salary increase was lower.

North Carolina Baccalaureate Colleges

Institutions that award the baccalaureate degree as the highest degree.

Elizabeth City State University
University of North Carolina-Asheville
Winston-Salem State University

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



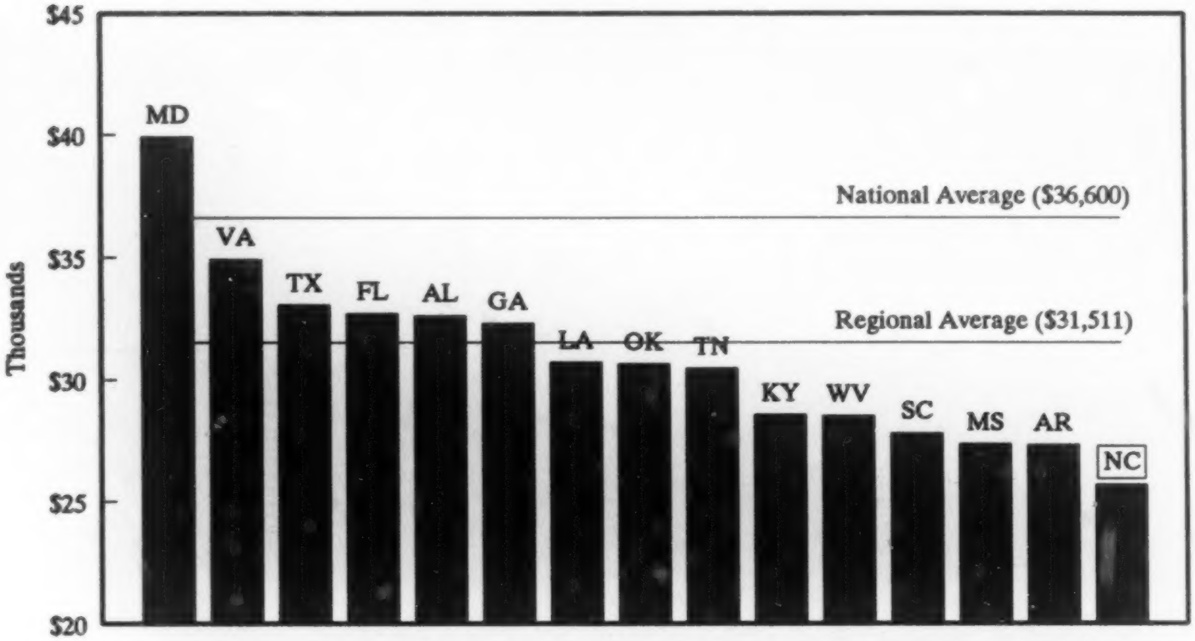
The average full-time faculty salary in North Carolina's Baccalaureate colleges was $38,825 in 1990-91--$4,749 more than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in North Carolina increased 6.0 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, North Carolina ranked 3rd in 1990-91, compared to 4th among 10 states in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in six of the other SREB states increased less than in North Carolina.

North Carolina Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Alamance Community College
Anson Technical Community College
Asheville-Buncombe Technical Community College
Beaufort County Community College
Bladen Community College
Blue Ridge Community College
Brunswick Community College
Caldwell Community College & Technical Institute
Cape Fear Community College
Carteret Community College
Catawba Valley Community College
Central Carolina Community College
Central Piedmont Community College
Cleveland Community College
Coastal Carolina Community College
College of the Albemarle
Craven Community College
Davidson County Community College
Durham Community College
Edgecombe Community College
Fayetteville Technical Community College
Forsyth Technical Community College
Gaston College
Guilford Technical Community College
Halifax Community College
Haywood Technical Community College
Isothermal Community College
James Sprunt Community College
Johnston Community College
Lenoir Community College
Martin Community College
Mayland Community College
McDowell Technical Community College
Mitchell Community College
Montgomery Community College
Nash Community College
Pamlico Community College
Piedmont Community College
Pitt Community College
Randolph Community College
Richmond Community College
Roanoke-Chowan Community College
Robeson Community College
Rockingham Community College
Rowan-Cabar Community College
Sampson Community College
Sandhills Community College
Southeastern Community College
Southwestern Community College
Stanly Community College
Surry Community College
Tri-County Community College
Vance-Granville Community College
Wake Community College
Wayne Community College
Western Piedmont Community College
Wilkes Community College
Wilson Technical Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In North Carolina's Comprehensive Two-Year colleges, the average salary of full-time faculty was $25,690 in 1990-91--$5,821 less than the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in North Carolina's Comprehensive Two-Year colleges increased 3.4 percent; national and regional averages increased 6.1 and 3.5 percent respectively. The average salary in North Carolina continues to rank 15th among the 15 SREB states. In 10 of these 15 states, the one-year percent increases were greater than in North Carolina.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
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SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	––	––	––	––	––	––	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	––	––	––	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	––	––	––	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	––	––	––	37,026	6	25.9	35,115	9	24.1	––	––	––	28,530	10	21.8
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Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	––	––	––	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	––	––	––	––	––	––	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,636	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	––	––	––	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	––	––	––	38,429	5	23.9	––	––	––	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	––	––	––	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	––	––	––	––	––	––	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"––" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

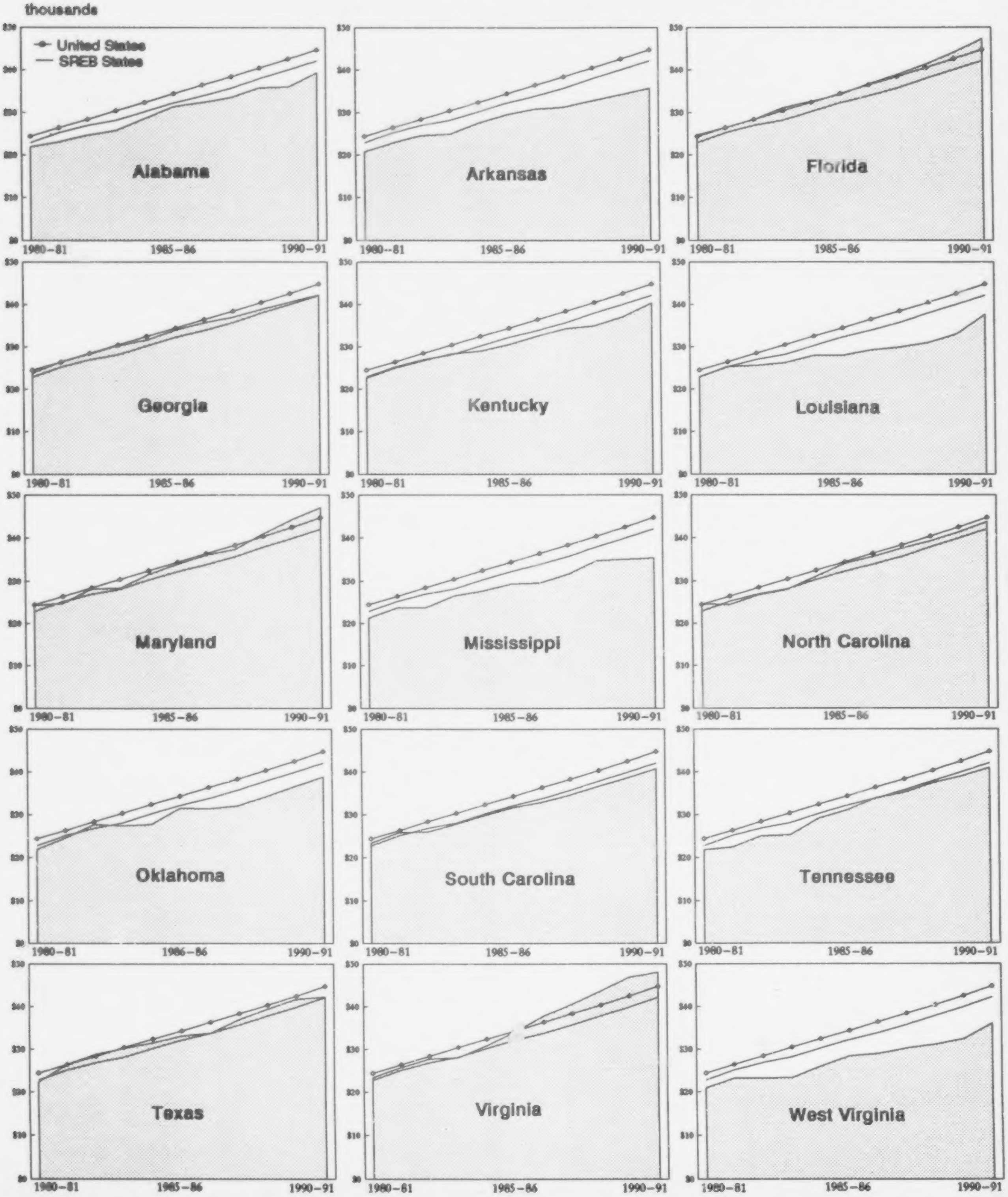
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four-Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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OKLAHOMA

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

Data for postsecondary vocational-technical institutions are not presented in this report. Due to reorganization in a number of states, four of six states with this type of institution have not provided faculty salary data. This report is based on the July 1, 1991 revision of the ***SREB-State Data Exchange, 1990-91.***

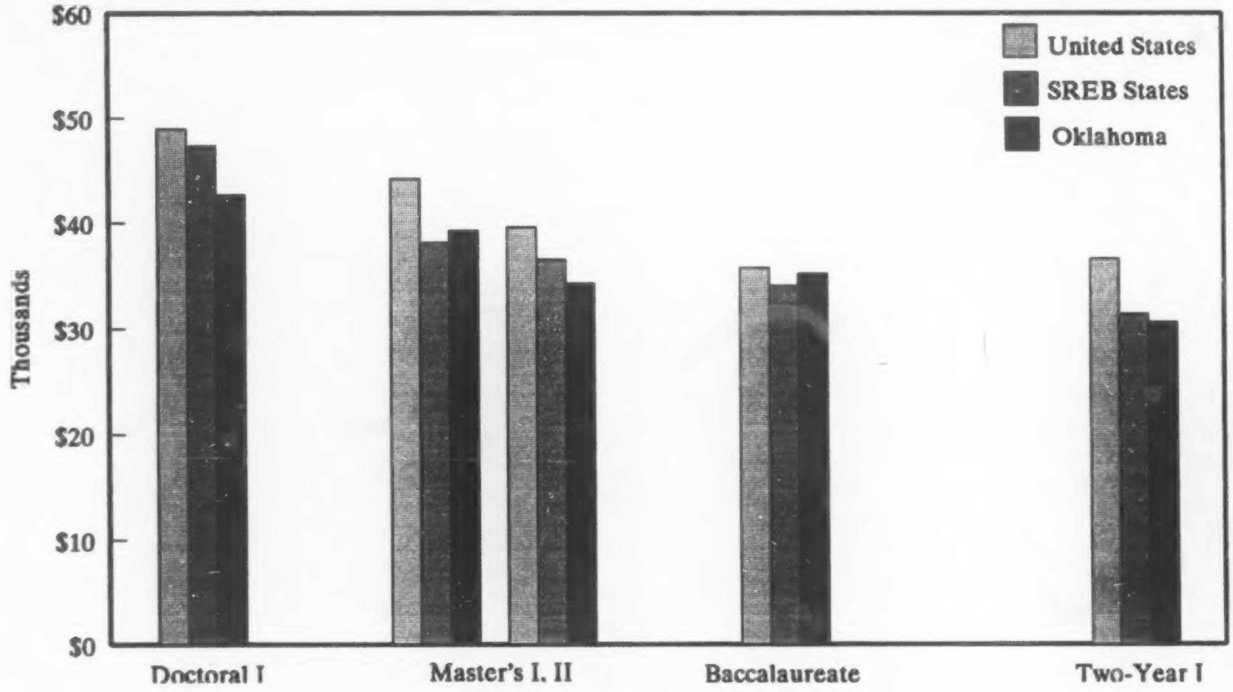
The complete ***SREB-State Data Exchange,*** *1990-91 contains faculty salary data and data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (professor, associate professor, etc.). Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tutition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid. Updates are provided as necessary.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the ***SREB-State Data Exchange****, contact Joe Marks, Associate Director for Data Services.*

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



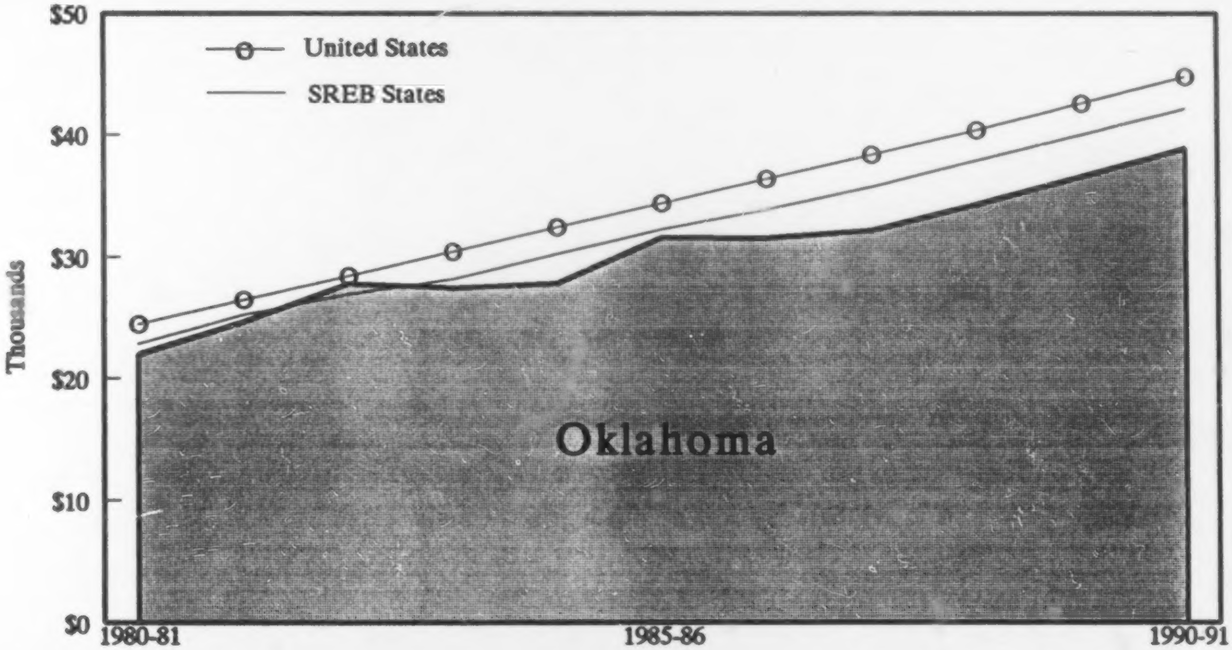
OKLAHOMA HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Oklahoma and Changes Since 1989-90

- **The Doctoral I Universities rank 12th among 15 states, compared to 11th among 14 states in 1989-90.**
- **The Master's I University ranks 5th among 11 states, compared to 4th among 10 states in 1989-90.**
- **The Master's II Universities rank 11th among 15 states, compared to 9th among 15 states in 1989-90.**
- **The Baccalaureate Colleges rank 7th among 11 states, compared to 8th among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges continue to rank 8th among 15 states, as in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in Oklahoma's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years--the average salary for full-time instructional faculty in Oklahoma's higher education institutions with four-year programs went up 77 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Oklahoma's public four-year universities and colleges stood at 96 percent of the regional average; by 1990-92 it had dropped to 92 percent of the regional average, and Oklahoma moved down in rank, from 10th to 11th among the 15 SREB states.



Of the 14 other SREB states, 9 had salaries increase at the same or a higher rate than Oklahoma over the last 10 years. In 1990-91, full-time faculty in Oklahoma's public four-year universities and colleges, on average, earned $38,904--$3,227 less than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.05 in Oklahoma for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Oklahoma's salaries to equal the 1990-91 regional average. The average salary in Oklahoma actually increased $0.88 for every $1.00 increase in the regional average from 1980-81 to 1990-91.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

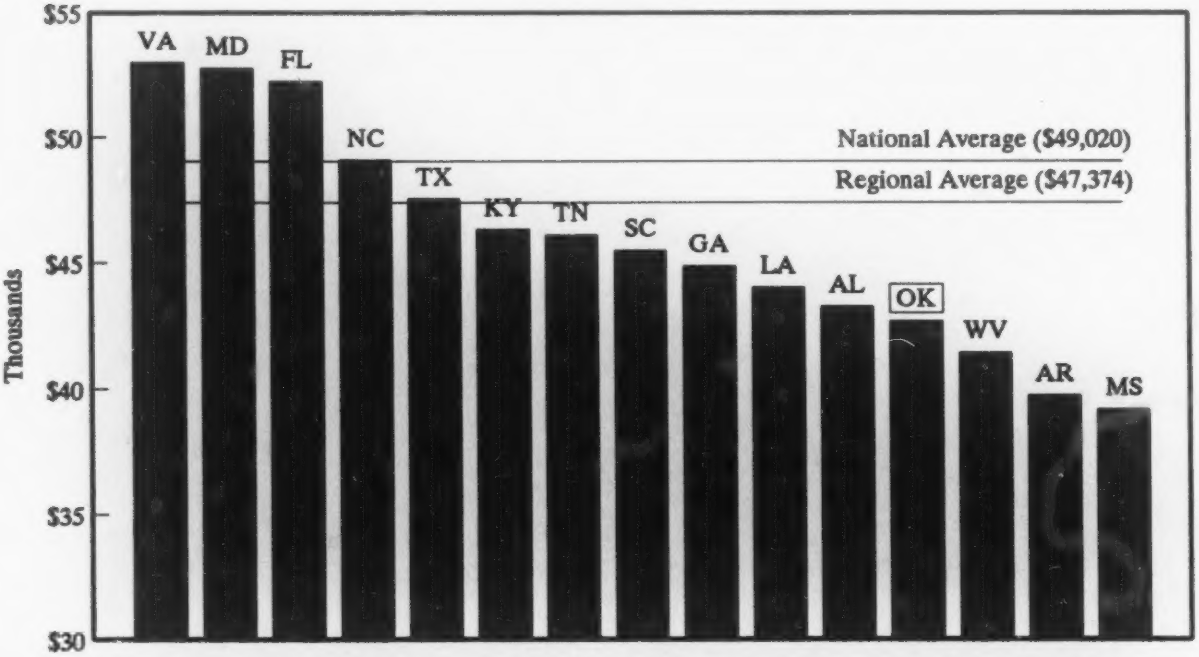
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Oklahoma is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Oklahoma Doctoral I Universities

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

Oklahoma State University
Oklahoma University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



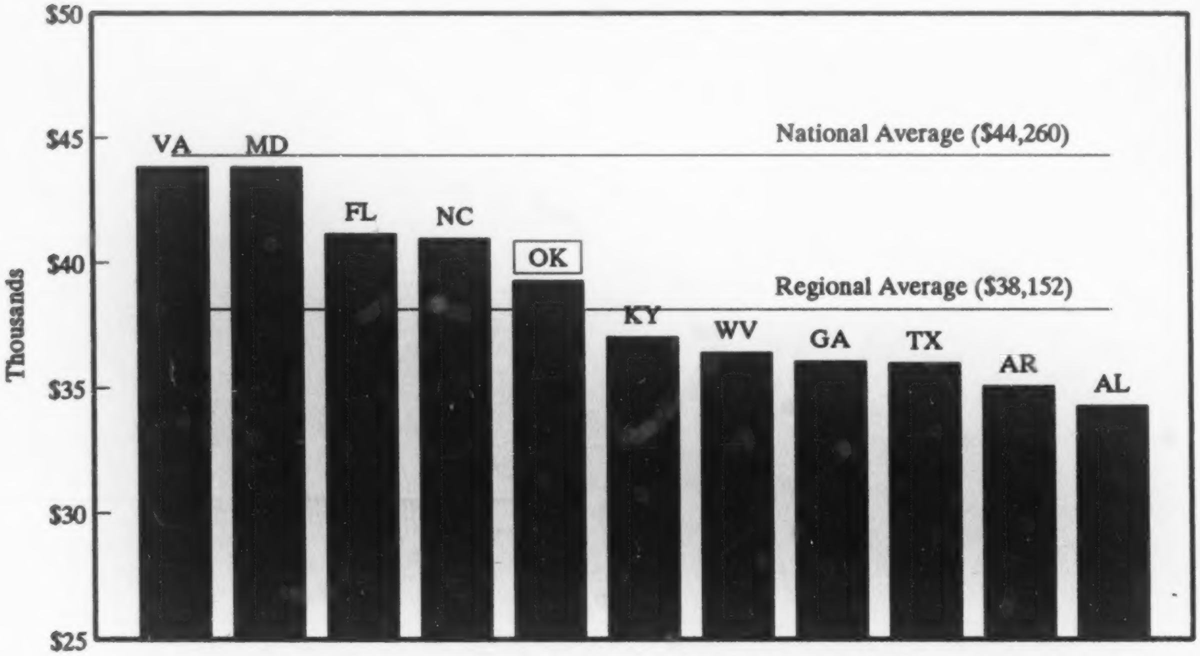
The average full-time faculty salary in Oklahoma's Doctoral I universities was $42,681 in 1990-91-- $4,693 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Oklahoma's Doctoral I universities increased 8.5 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Oklahoma's Doctoral I universities rank 12th among the 15 SREB states with this type of university. The one-year rate of salary increase in eight of the other SREB states was less than in Oklahoma.

Oklahoma Master's I University

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

University of Central Oklahoma

Average Full-Time Faculty Salaries United States and SREB States Master's I Universities 1990-91



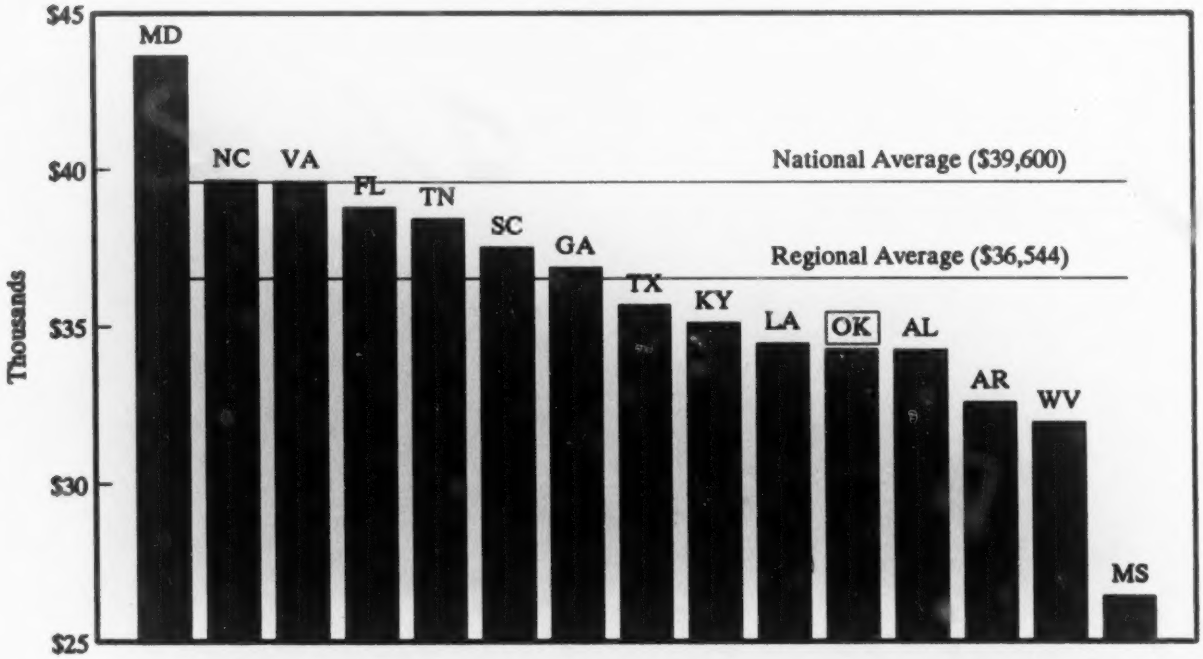
In 1990-91, the average full-time faculty salary at Oklahoma's Master's I university was $39,286--$1,134 above the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in Oklahoma increased 3.0 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Oklahoma's Master's I university ranked 5th among the 11 SREB states having this type of institution in 1990-91, compared to 4th among 10 states in 1989-90. Seven of the other SREB states with this type of university had one-year rates of salary increase greater than Oklahoma.

Oklahoma Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Cameron University
East Central Oklahoma State University
Northeastern State University
Northwestern Oklahoma State University
Southeastern Oklahoma State University
Southwestern Oklahoma State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



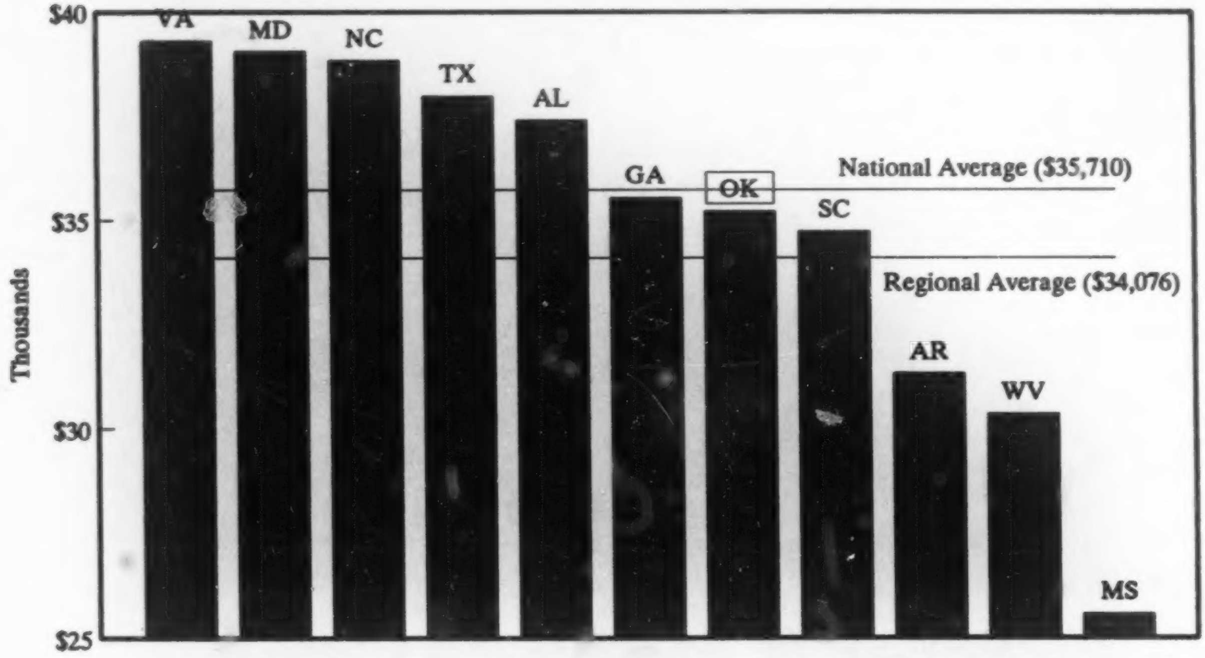
The average full-time faculty salary in 1990-91 at Oklahoma's Master's II universities was $34,266--$2,278 less than the regional average of $36,544. The average salary in Oklahoma's Master's II universities rose 4.0 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Oklahoma dropped from 9th to 11th place among the 15 SREB states; in 11 of the other states the one-year rate of salary increase was higher.

Oklahoma Baccalaureate Colleges

Institutions that award the baccalaureate degree as the highest degree.

Langston University
Oklahoma Panhandle State University
University of Sciences & Arts of Oklahoma

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



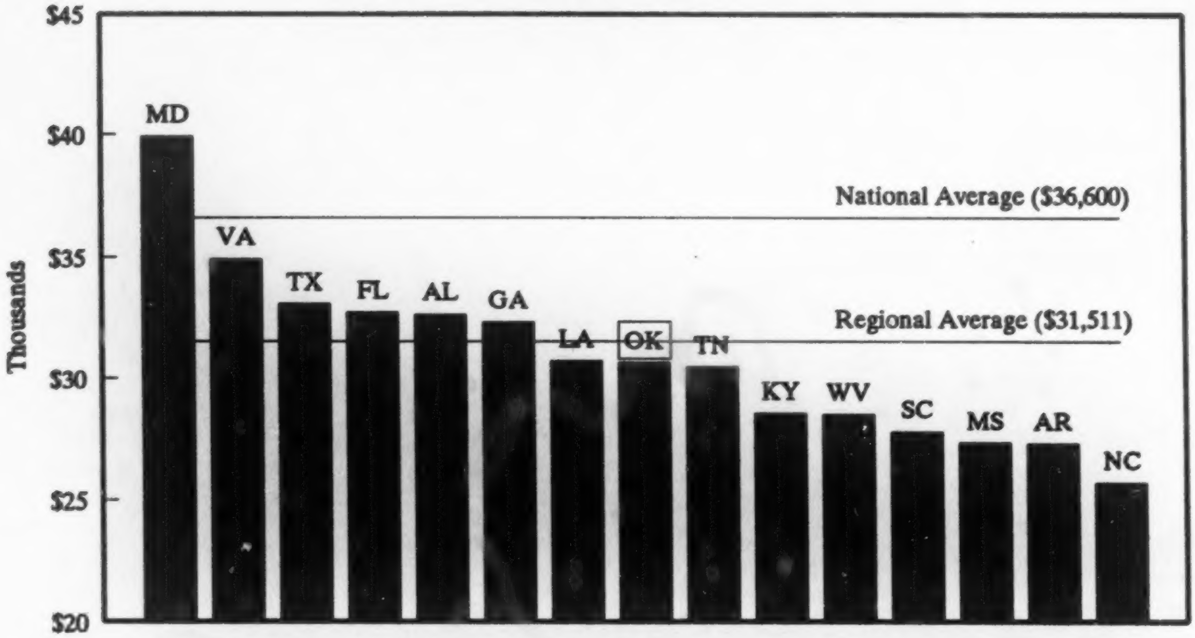
The average full-time faculty salary in Oklahoma's Baccalaureate colleges was $35,197 in 1990-91--$1,121 more than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in Oklahoma increased 9.0 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, Oklahoma ranked 7th in 1990-91, up from 8th among 10 states in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in all of the other SREB states increased less than in Oklahoma.

Oklahoma Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Carl Albert State College
Connors State College
Eastern Oklahoma State College
El Reno Junior College
Murray State College
Northeastern Oklahoma Agricultural & Mechanical College
Northern Oklahoma College
Oklahoma City Community College
Rogers State College
Rose State College
Seminole Junior College
Tulsa Junior College
Western Oklahoma State College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Oklahoma's Comprehensive Two-Year colleges, the average salary of full-time faculty was $30,638 in 1990-91--$873 below the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Oklahoma's Comprehensive Two-Year colleges increased 12.3 percent; national and regional averages increased 6.1 and 3.5 percent respectively. The average salary in Oklahoma ranked 8th in both 1989-90 and 1990-91 among the 15 SREB states reporting Comprehensive Two-Year college data. In 12 of these 15 states, the one-year percent increases were less than in Oklahoma.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	--	--	--	37,026	6	25.9	35,115	9	24.1	--	--	--	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	--	--	--	34,463	10	28.1	--	--	--	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	--	--	--	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	--	--	--	--	--	--	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	--	--	--	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,063	7	24.4	41,273	9	22.2	38,687	5	21.4	--	--	--	38,429	5	23.9	--	--	--	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
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SOURCE: SREB–State Data Exchange; American Association of University Professors.

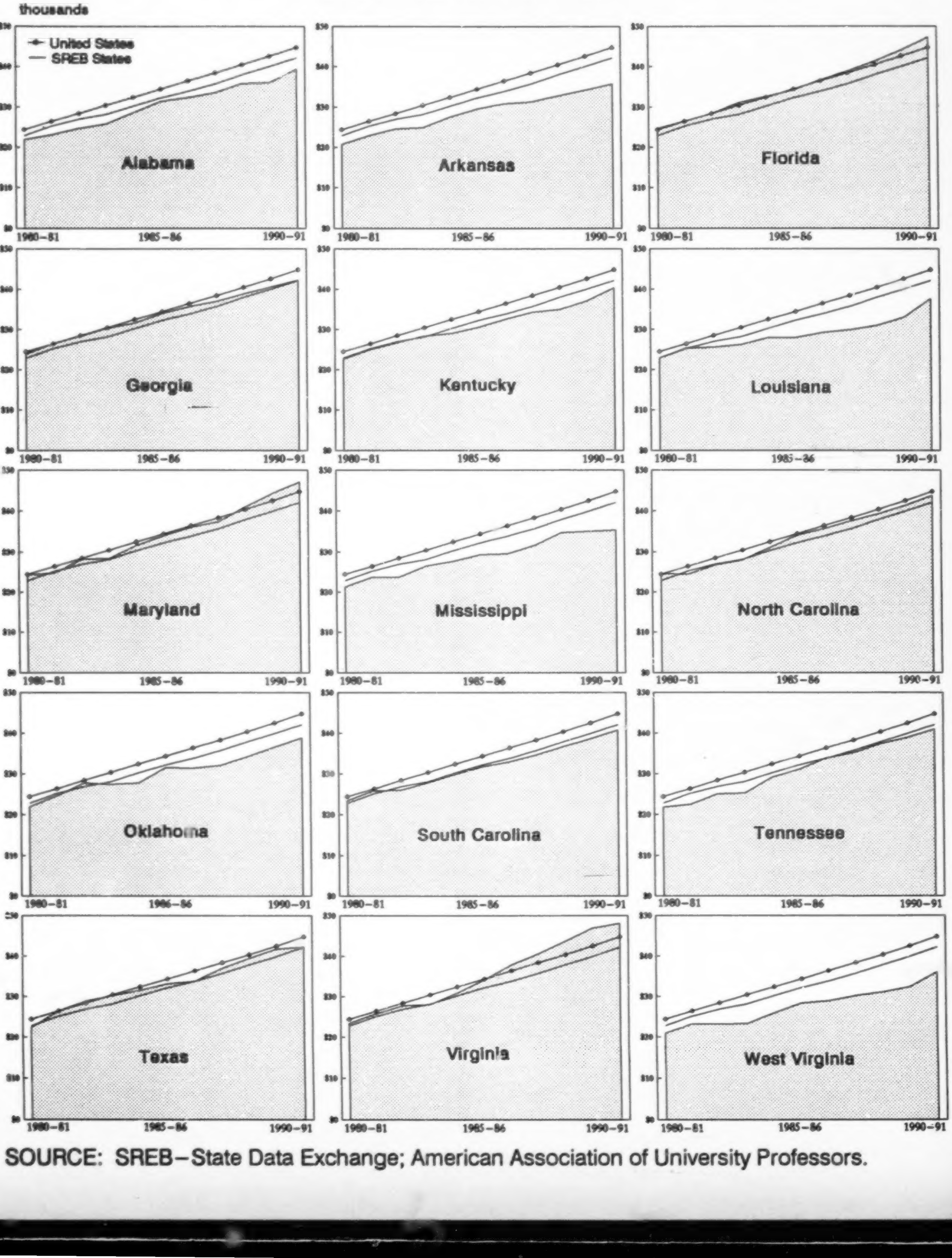
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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SOUTH CAROLINA

Public College and University Faculty Salaries Compared to National and SREB Averages
1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

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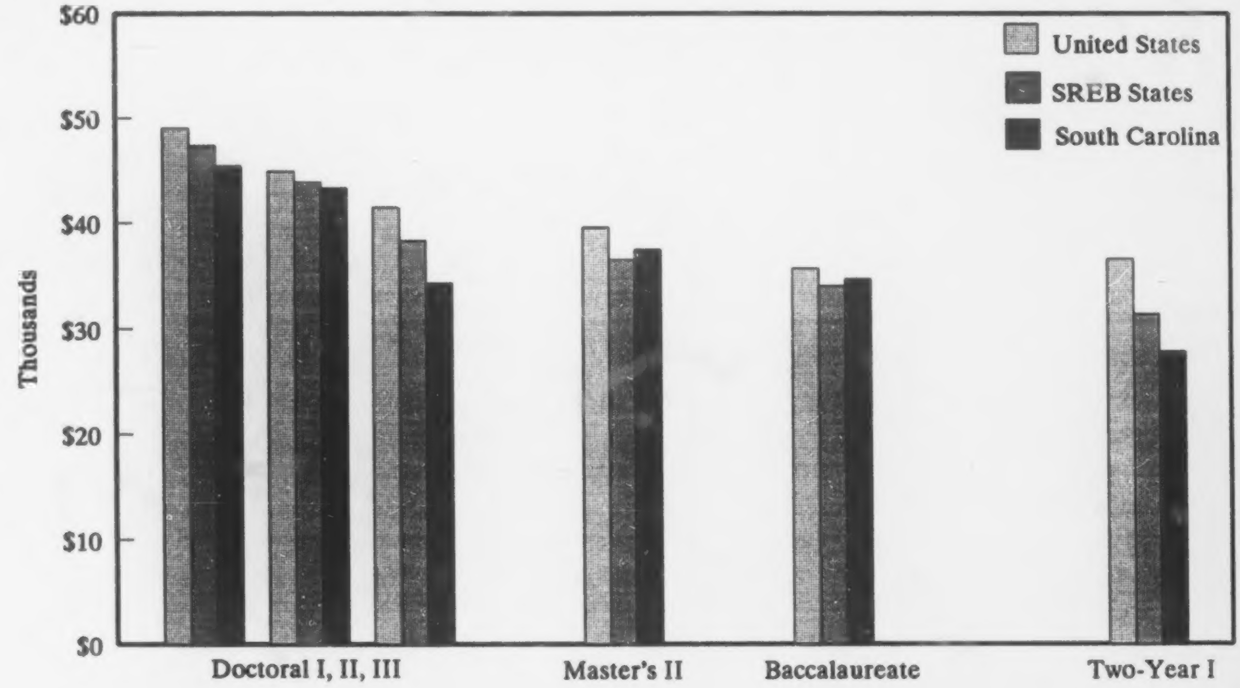
FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



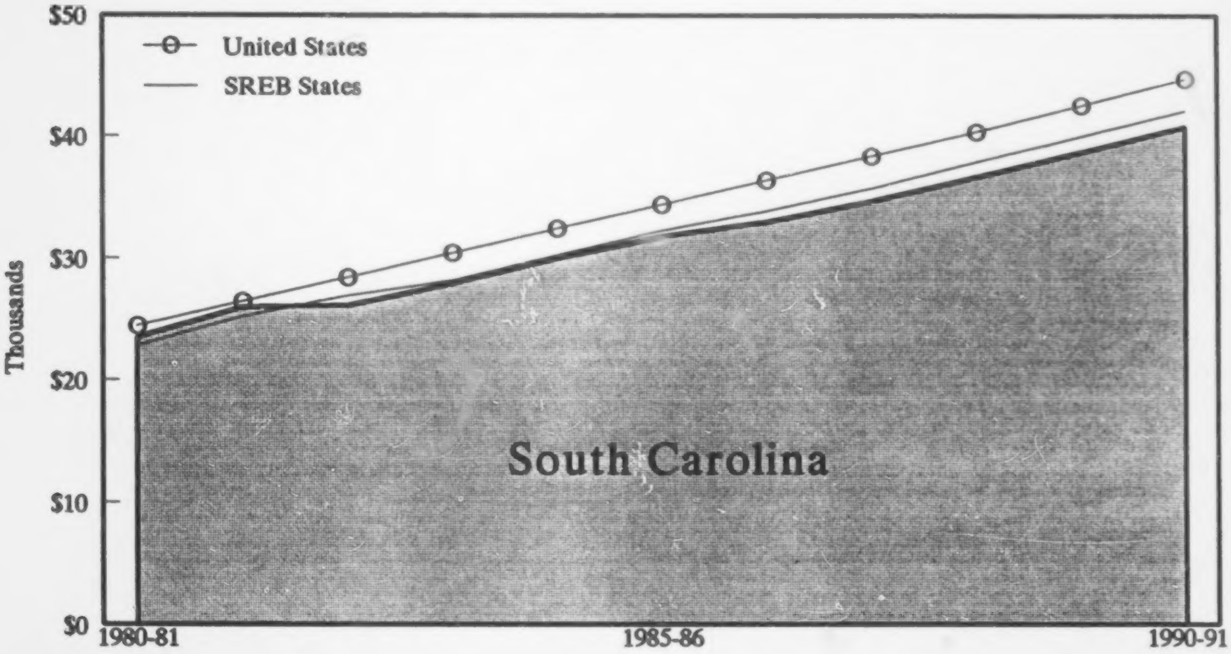
SOUTH CAROLINA HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in South Carolina and Changes Since 1989-90

- **The Doctoral I University ranks 8th among 15 states, compared to 7th among 14 states in 1989-90.**
- **The Doctoral II University ranks 4th among 12 states, compared to 5th among 10 states in 1989-90.**
- **The Doctoral III University ranks 8th among 9 states, compared to 8th among 10 states in 1989-90.**
- **The Master's II Universities continue to rank 6th among 15 states, as in 1989-90.**
- **The Baccalaureate Colleges rank 8th among 11 states, compared to 7th among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 12th among 15 states, compared to 10th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges
1980-81 to 1990-91

The average faculty salary in South Carolina's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in South Carolina's higher education institutions with four-year programs went up 74 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in South Carolina's public four-year universities and colleges stood at 103 percent of the regional average; by 1990-91 it had dropped to 97 percent of the regional average, and South Carolina ranked 8th among the 15 SREB states, compared to 5th in 1980-81.



Of the 14 other SREB states, 10 had salaries increase at a higher rate than South Carolina over the last 10 years. In 1990-91, full-time faculty in South Carolina's public four-year universities and colleges, on average, earned $40,808--$1,323 less than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $0.97 in South Carolina for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for South Carolina's salaries to equal the 1990-91 regional average. The average salary in South Carolina actually increased $0.90 for every $1.00 increase in the regional average from 1980-81 to 1990-91.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

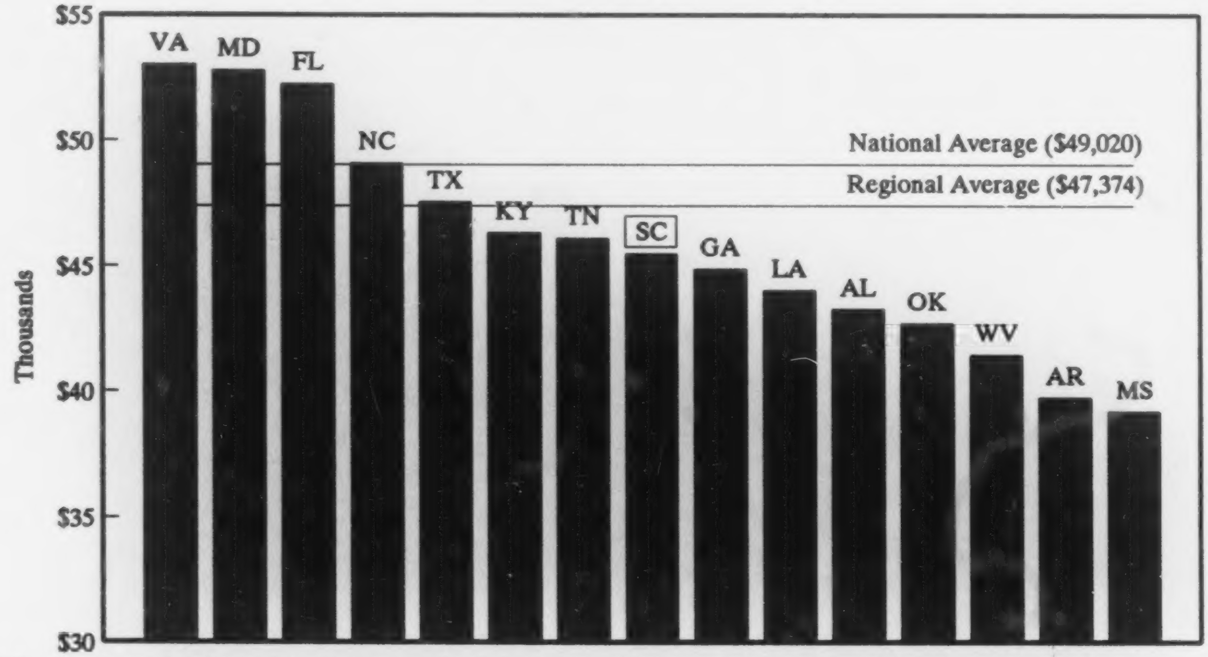
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in South Carolina is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

South Carolina Doctoral I University

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

University of South Carolina-Columbia

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



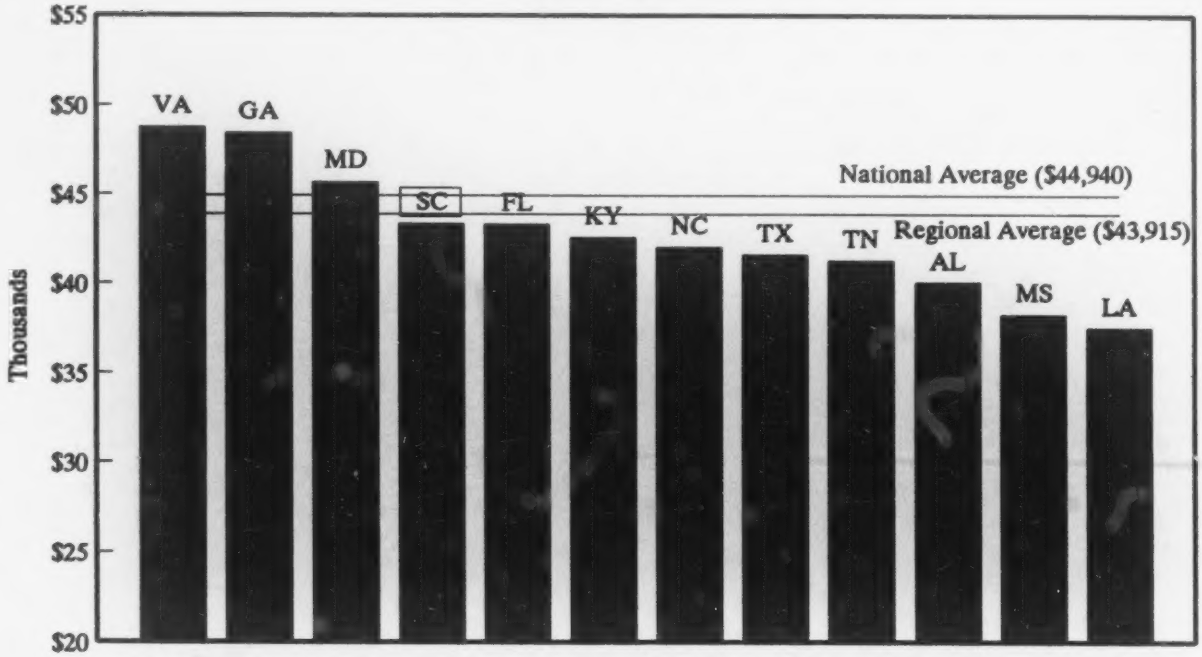
The average full-time faculty salary in South Carolina's Doctoral I university was $45,470 in 1990-91--$1,904 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in South Carolina's Doctoral I university increased 4.2 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. South Carolina's Doctoral I university ranks 8th among the 15 SREB states with this type of university, compared to 7th among 14 states in 1989-90. The one-year rate of salary increase in nine of the other SREB states was greater than in South Carolina.

South Carolina Doctoral II University

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

Clemson University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



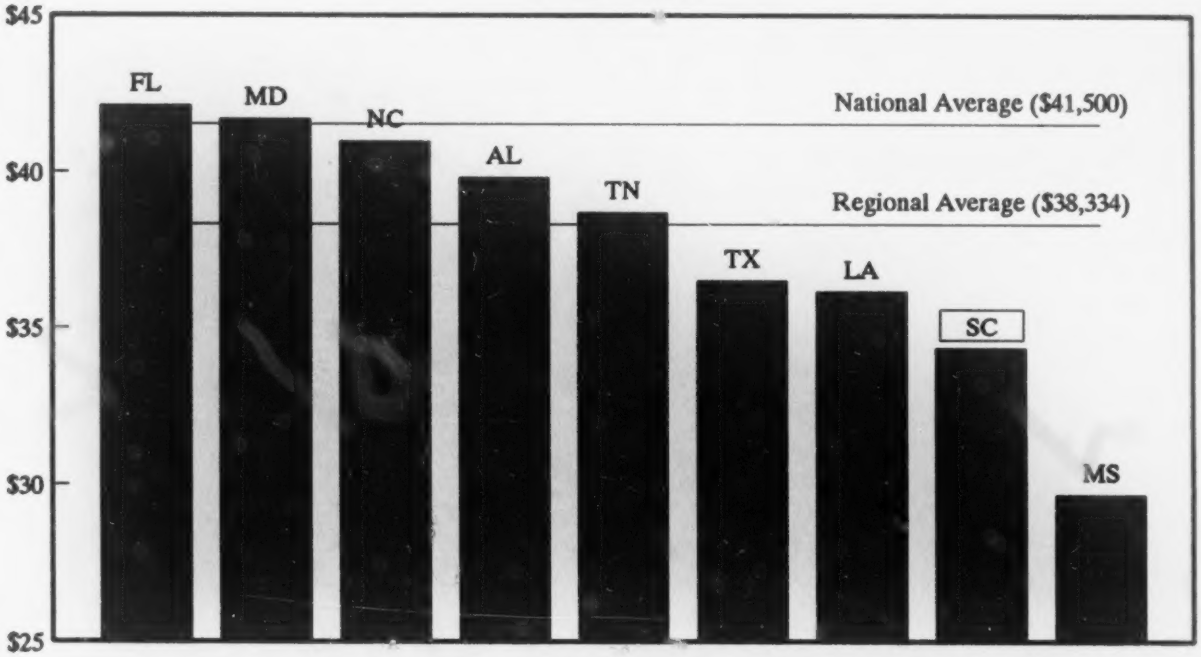
The average full-time faculty salary at South Carolina's Doctoral II university in 1990-91 was $43,325--$590 below the $43,915 regional average. The average salary at South Carolina's Doctoral II university increased 7.1 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. South Carolina's Doctoral II university ranked 4th among the 12 SREB states with this type of university, up from 5th among 10 states in 1989-90. Percent increases in eight of the other nine SREB states with this type of university were less than in South Carolina.

South Carolina Doctoral III Universities

Institutions awarding at least 1 doctoral degree.

South Carolina State College

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1990-91



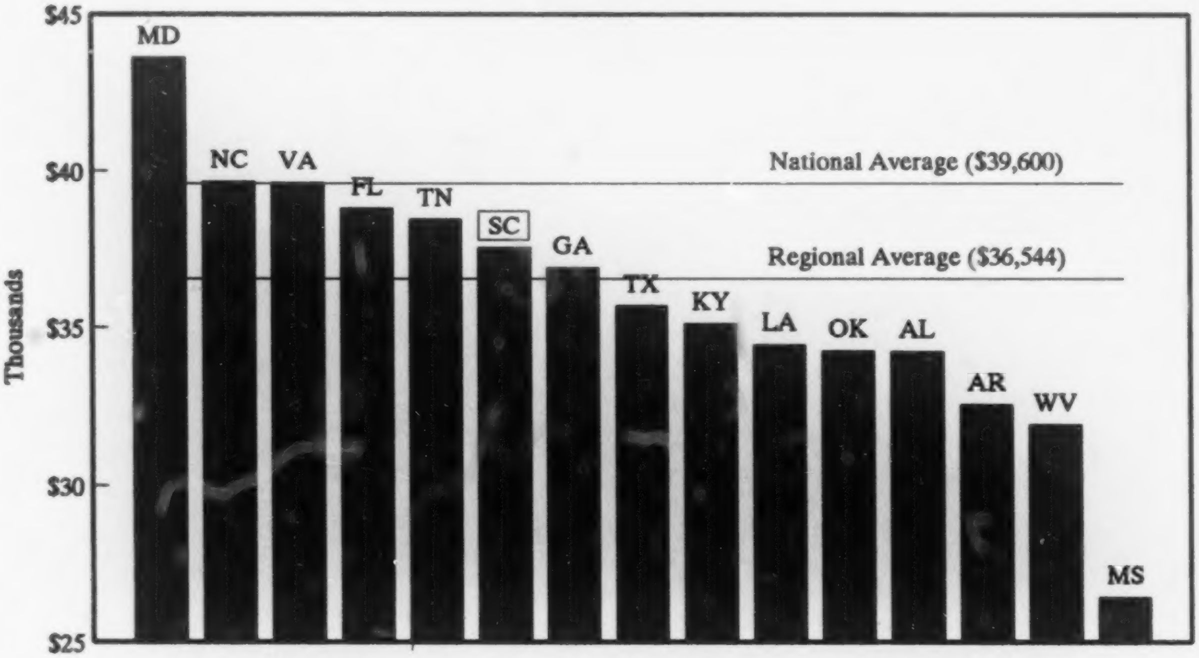
At the Doctoral III university in South Carolina, the average full-time instructional faculty salary was $34,333 in 1990-91--$4,001 below the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in South Carolina rose 4.8 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the nine SREB states with Doctoral III universities, South Carolina's average salary ranked 8th in 1990-91, compared to 8th among 10 states in 1989-90. Five of the other SREB states with this type of university had a one-year percent increase greater than South Carolina's.

South Carolina Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

The Citadel
College of Charleston
Francis Marion College
Lander College
Winthrop College

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



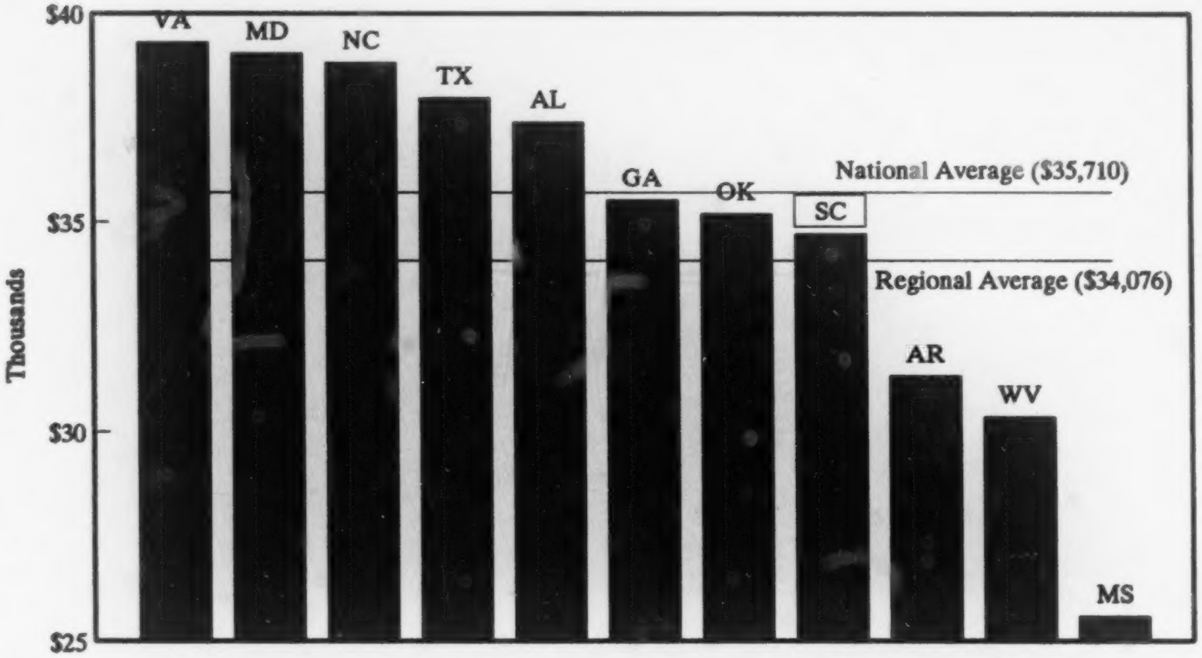
The average full-time faculty salary in 1990-91 at South Carolina's Master's II universities was $37,527--$983 more than the regional average of $36,544. The average salary in South Carolina's Master's II universities rose 5.8 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in South Carolina remained in 6th place in both 1989-90 and 1990-91 among the 15 SREB states. In eight of the other states the one-year rate of salary increase was lower.

South Carolina Baccalaureate Colleges

Institutions that award the baccalaureate degree as the highest degree.

University of South Carolina-Aiken
University of South Carolina-Coastal
University of South Carolina-Spartanburg

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



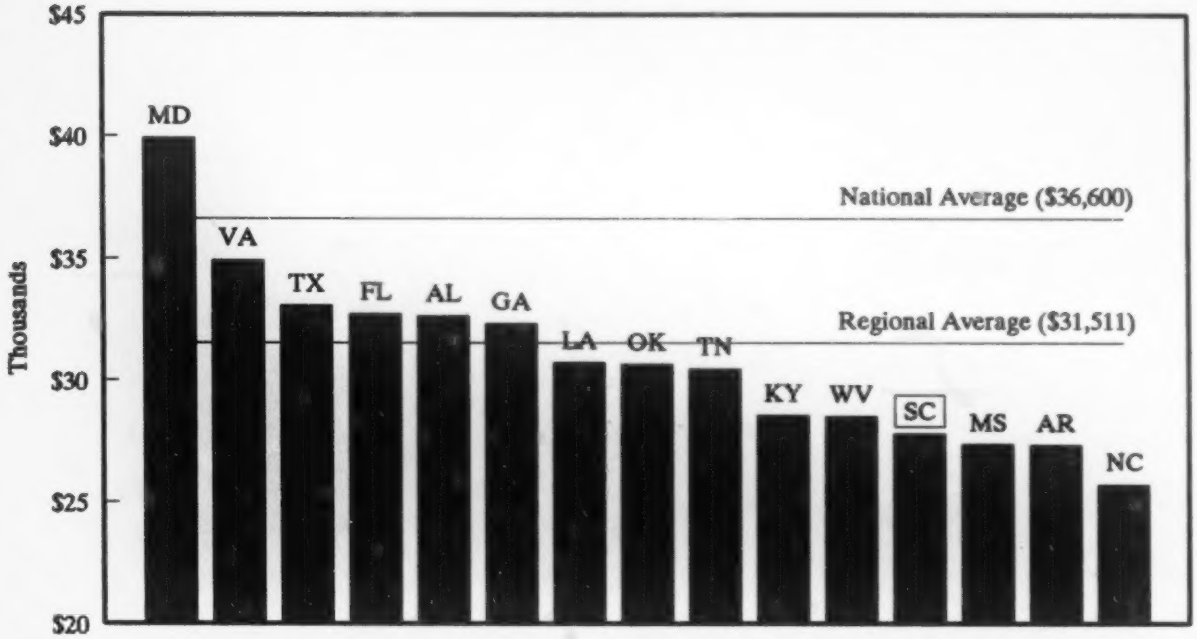
The average full-time faculty salary in South Carolina's Baccalaureate colleges was $34,716 in 1990-91--$640 more than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in South Carolina increased 5.3 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities in 1990-91, South Carolina ranked 8th, compared to 7th among 10 states in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in four of the other SREB states increased less than in South Carolina.

South Carolina Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Aiken Technical College
Chesterfield-Marlboro Technical College
Denmark Technical College
Florence/Darlington Technical College
Greenville Technical College
Horry/Georgetown Technical College
Midlands Technical College
Orangeburg/Calhoun Technical College
Piedmont Technical College
Spartanburg Technical College
Sumter Technical College
Technical College of the Low Country
Trident Technical College
Tri-County Technical College
University of South Carolina-Beaufort
University of South Carolina-Lancaster
University of South Carolina-Salkehatchie
University of South Carolina-Sumter
University of South Carolina-Union
Willamsburg Technical College
York Technical College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In South Carolina's Comprehensive Two-Year colleges, the average salary of full-time faculty was $27,789 in 1990-91--$3,722 below the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in South Carolina's Comprehensive Two-Year colleges increased 4.0 percent; national and regional averages increased 6.1 and 3.5 percent, respectively. The average salary in South Carolina dropped from 10th to 12th place among the 15 SREB states reporting Comprehensive Two-Year college data. In nine of these 15 states, the one-year percent increases were greater than in South Carolina.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	--	--	--	37,026	6	25.9	35,115	9	24.1	--	--	--	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	--	--	--	34,463	10	28.1	--	--	--	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	--	--	--	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	--	--	--	--	--	--	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	--	--	--	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	--	--	--	38,429	5	23.9	--	--	--	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	--	--	--	--	--	--	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"--" indicates that there is no institution of that type in the state.
"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

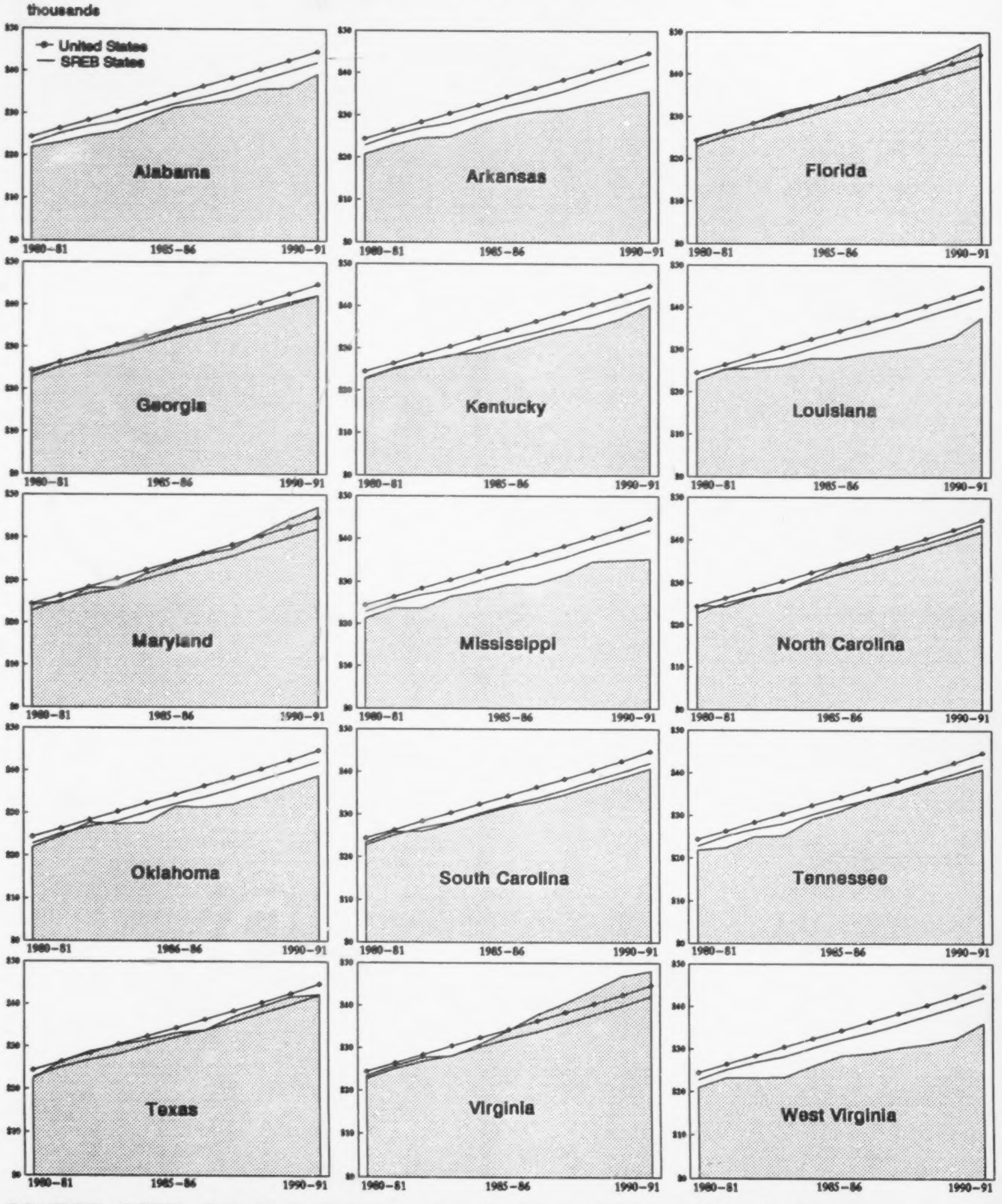
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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TENNESSEE

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

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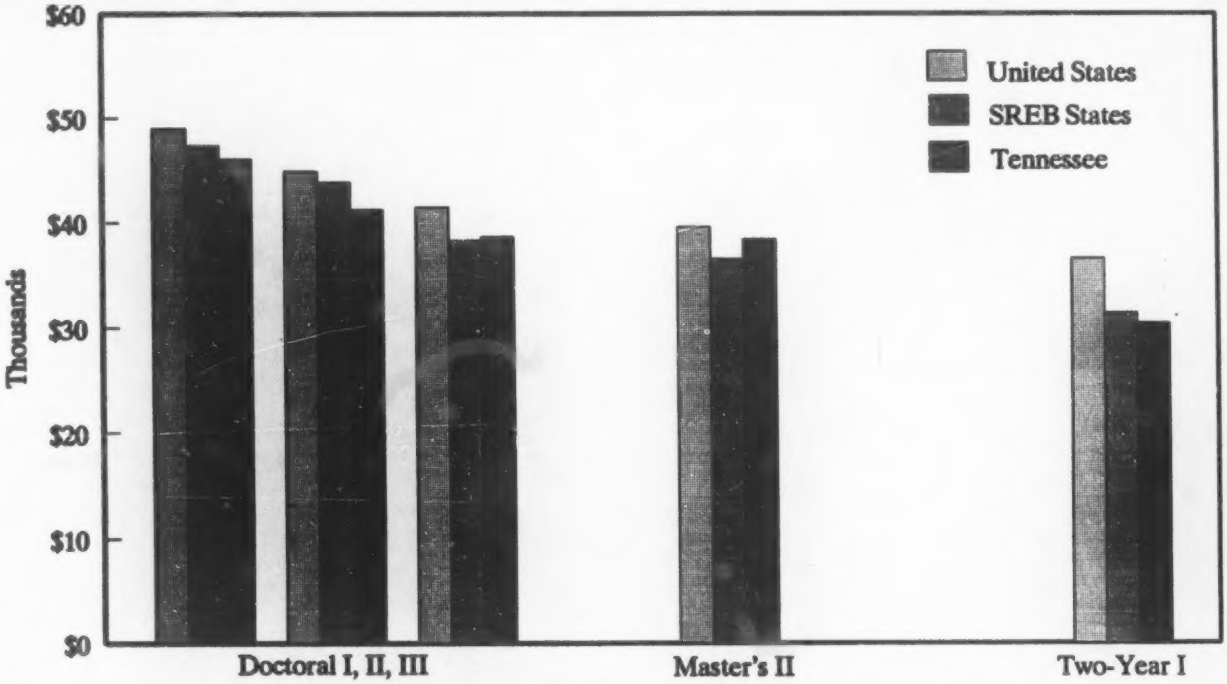
The complete ***SREB-State Data Exchange, 1990-91*** *contains faculty salary data and data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (professor, associate professor, etc.). Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tutition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid. Updates are provided as necessary.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the ***SREB-State Data Exchange****, contact Joe Marks, Associate Director for Data Services.*

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



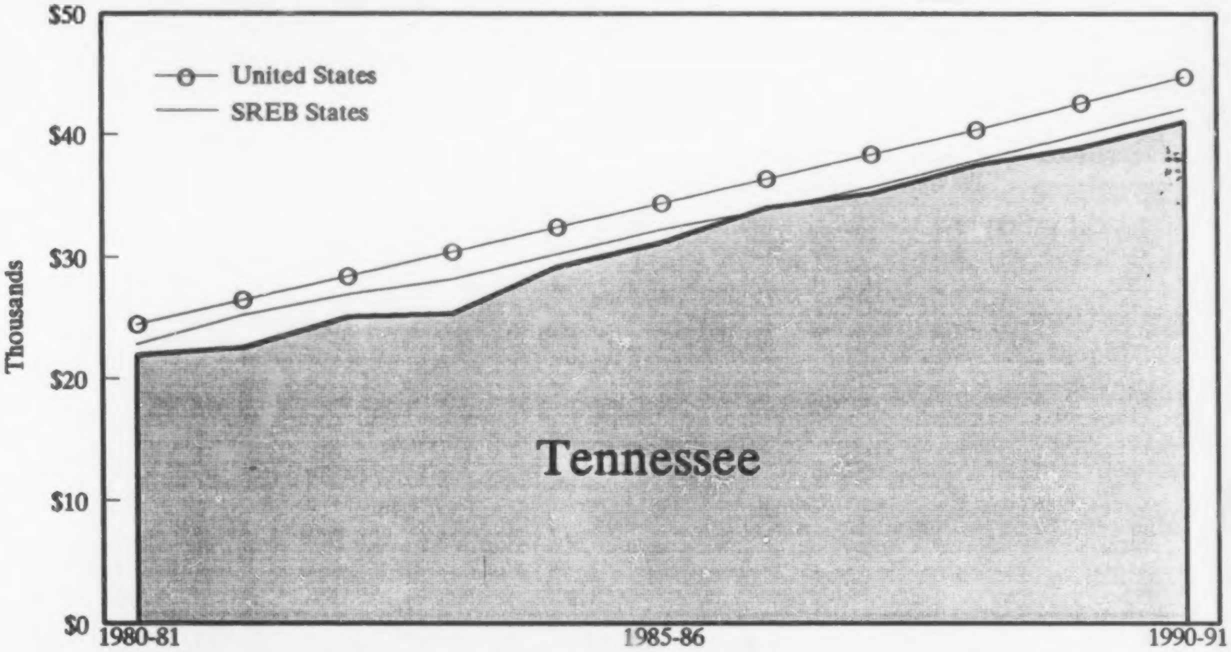
TENNESSEE HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Tennessee and Changes Since 1989-90

- **The Doctoral I University ranks 7th among 15 states, compared to 6th among 14 states in 1989-90.**
- **The Doctoral II University ranks 9th among 12 states, compared to 8th among 10 states in 1989-90.**
- **The Doctoral III Universities rank 5th among 9 states, compared to 7th among 10 states in 1989-90.**
- **The Master's II Universities continue to rank 5th among 15 states, as in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 9th among 15 states, compared to 7th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in Tennessee's public four-year universities and colleges (taken as a group) gained ground to the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Tennessee's higher education institutions with four-year programs went up 87 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Tennessee's public four-year universities and colleges stood at 96 percent of the regional average; by 1990-91 it had risen to 97 percent of the regional average. In 1990-91, Tennessee ranked 7th among the 15 SREB states, compared to 12 in 1980-81.



Of the 14 other SREB states, four had salaries increase at a higher rate than Tennessee over the last 10 years. In 1990-91, full-time faculty in Tennessee's public four-year universities and colleges, on average, earned $41,047--$1,084 less than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.05 in Tennessee for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Tennessee's salaries to equal the 1990-91 regional average. The average salary in Tennessee actually increased $0.99 for every $1.00 increase in the regional average from 1980-81 to 1990-91.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

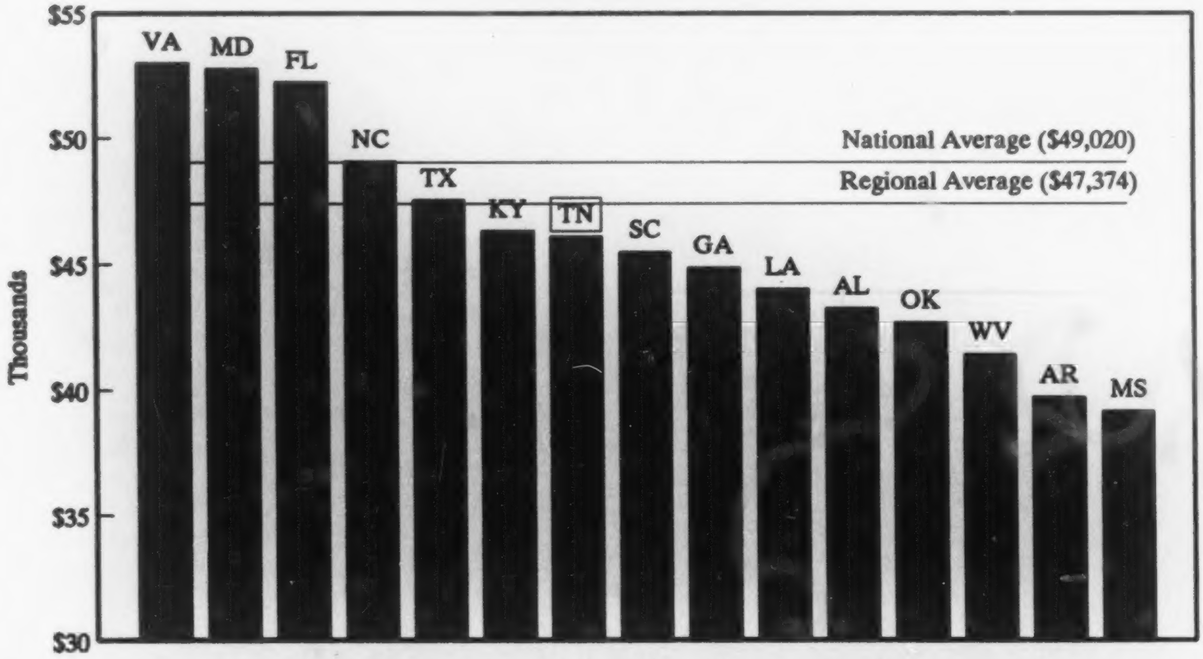
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Tennessee is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Tennessee Doctoral I University

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

University of Tennessee-Knoxville

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



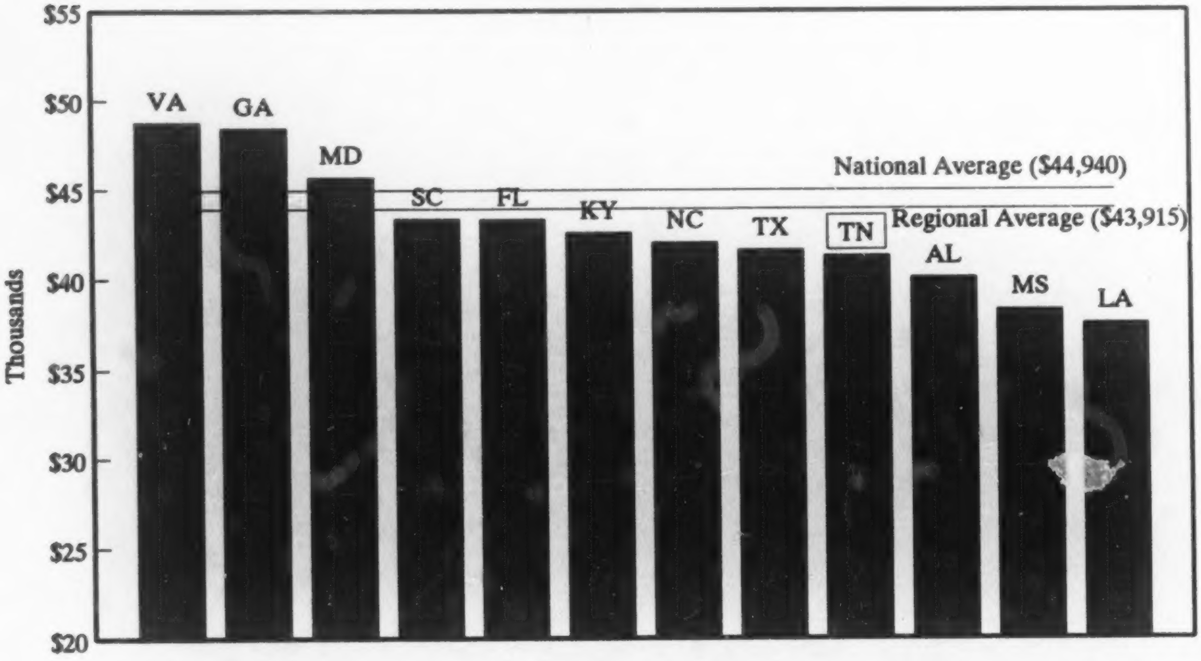
The average full-time faculty salary in Tennessee's Doctoral I university was $46,083 in 1990-91--$1,291 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Tennessee's Doctoral I university increased 4.9 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Tennessee's Doctoral I university ranks 7th among the 15 SREB states with this type of university, compared to 6th among 14 states in 1989-90. The one-year rate of salary increase in eight of the other SREB states was greater than in Tennessee.

Tennessee Doctoral II University

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

Memphis State University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



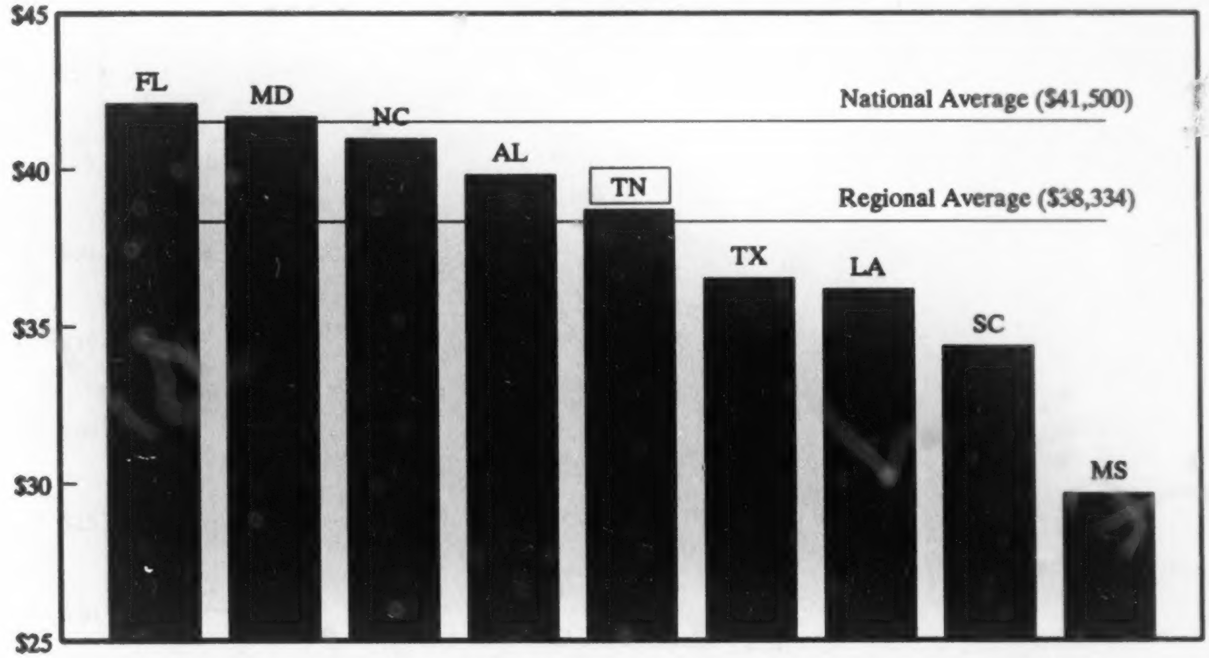
The average full-time faculty salary at Tennessee's Doctoral II university in 1990-91 was $41,273--$2,642 below the $43,915 regional average. The average salary at Tennessee's Doctoral II university increased 4.8 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. Tennessee's Doctoral II university ranked 9th among the 12 SREB states with this type of university, compared to 8th among 10 states in 1989-90. Percent increases in four of the other 11 SREB states with this type of university were greater than in Tennessee.

Tennessee Doctoral III Universities

Institutions awarding at least 1 doctoral degree.

East Tennessee State University
Middle Tennessee State University
Tennessee State University
Tennessee Technological University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1990-91



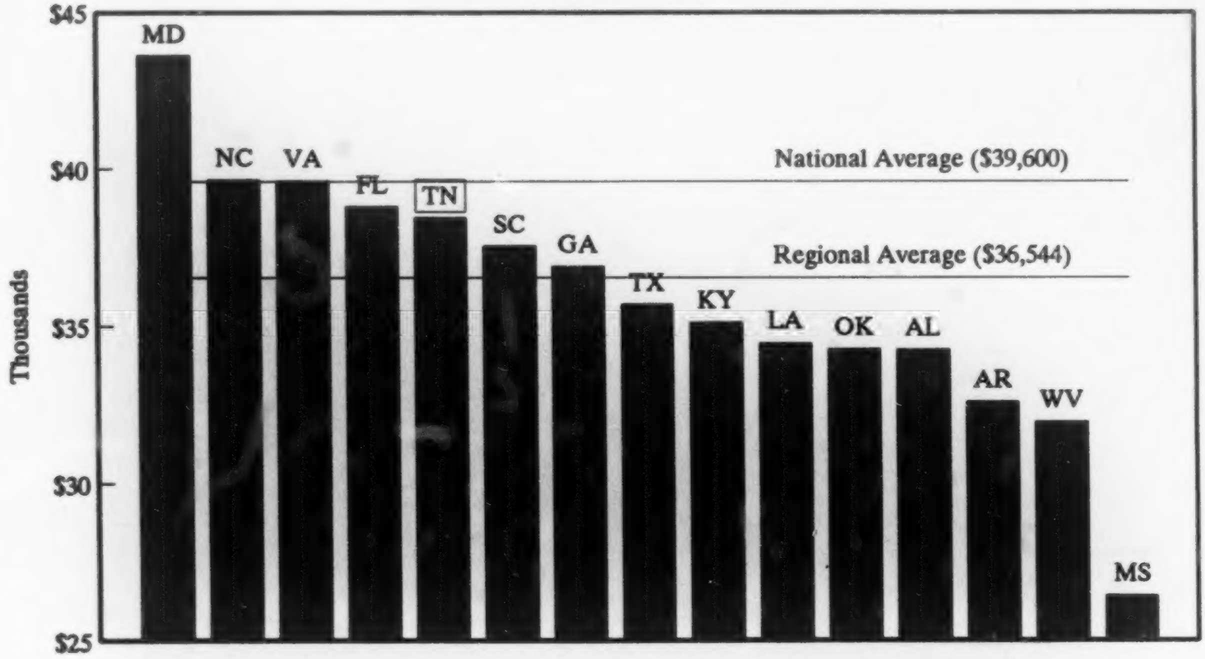
At the Doctoral III universities in Tennessee, the average full-time instructional faculty salary was $38,687 in 1990-91--$353 below the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in Tennessee rose 6.3 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the nine SREB states with Doctoral III universities, Tennessee's average salary ranked 5th in 1990-91, compared to 7th among 10 states in 1989-90. Six of the other SREB states with this type of university had a one-year percent increase less than Tennessee's.

Tennessee Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Austin Peay State University
University of Tennessee-Chattanooga
University of Tennessee-Martin

Average Full-Time Faculty Salaries United States and SREB States Master's II Universities 1990-91



The average full-time faculty salary in 1990-91 at Tennessee's Master's II universities was $38,429--$1,885 more than the regional average of $36,544. The average salary in Tennessee's Master's II universities rose 6.0 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Tennessee remained in 5th place in both 1989-90 and 1990-91 among the 15 SREB states. In nine of the other states the one-year rate of salary increase was lower.

Tennessee Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

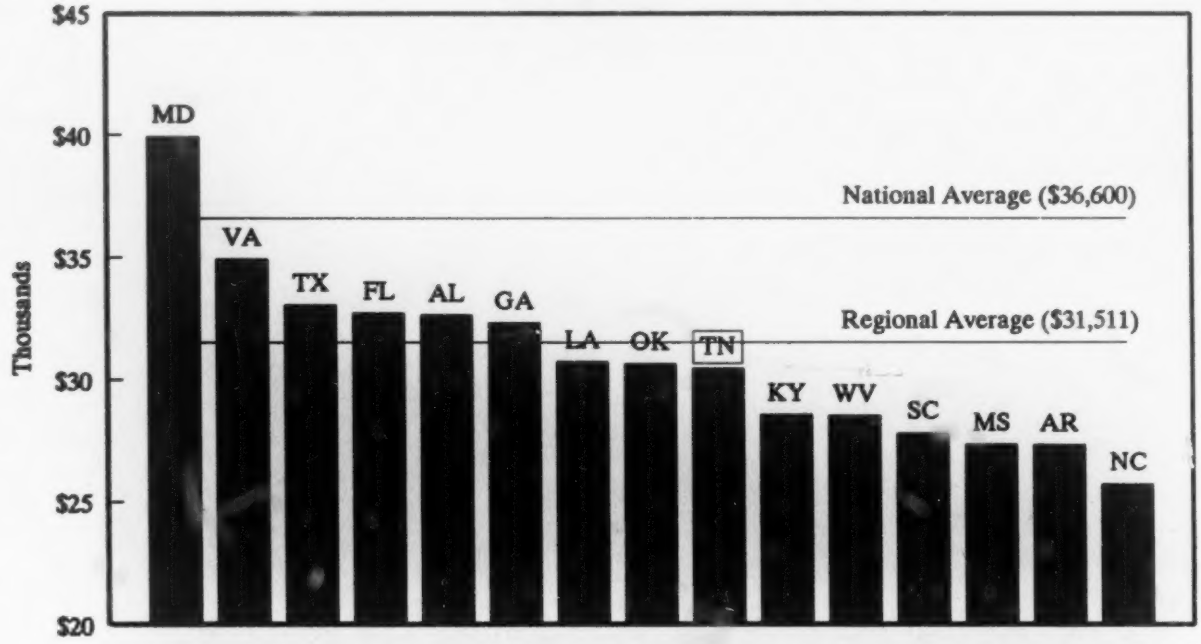
Chattanooga State Technical Community College

Cleveland State Community College
Columbia State Community College
Dyersburg State Community College
Jackson State Community College
Motlow State Community College
Nashville State Technical Institute

Northeast State Technical Community Colle
Pellissippi State Technical Community Colleg
Roane State Community College
Shelby State Community College
State Technical Institute at Memphis
Volunteer State Community College

Walters State Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Tennessee's Comprehensive Two-Year colleges, the average salary of full-time faculty was $30,438 in 1990-91--$1,073 below the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Tennessee's Comprehensive Two-Year colleges increased 4.8 percent; national and regional averages increased 6.1 and 3.5 percent, respectively. The average salary ranking in Tennessee dropped from 7th to 9th among the 15 SREB states reporting Comprehensive Two-Year college data. In five of these 15 states, the one year percent increases were greater than in Tennessee.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	––	––	––	––	––	––	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
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Georgia	44,859	9	NA	48,403	2	NA	––	––	––	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	––	––	––	37,026	6	25.9	35,115	9	24.1	––	––	––	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	––	––	––	34,463	10	28.1	––	––	––	30,712	7	17.4
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Oklahoma	42,681	12	23.0	––	––	––	––	––	––	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	––	––	––	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	––	––	––	38,429	5	23.9	––	––	––	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,036	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	––	––	––	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
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Institution	1989–90 Category	1990–91 Category
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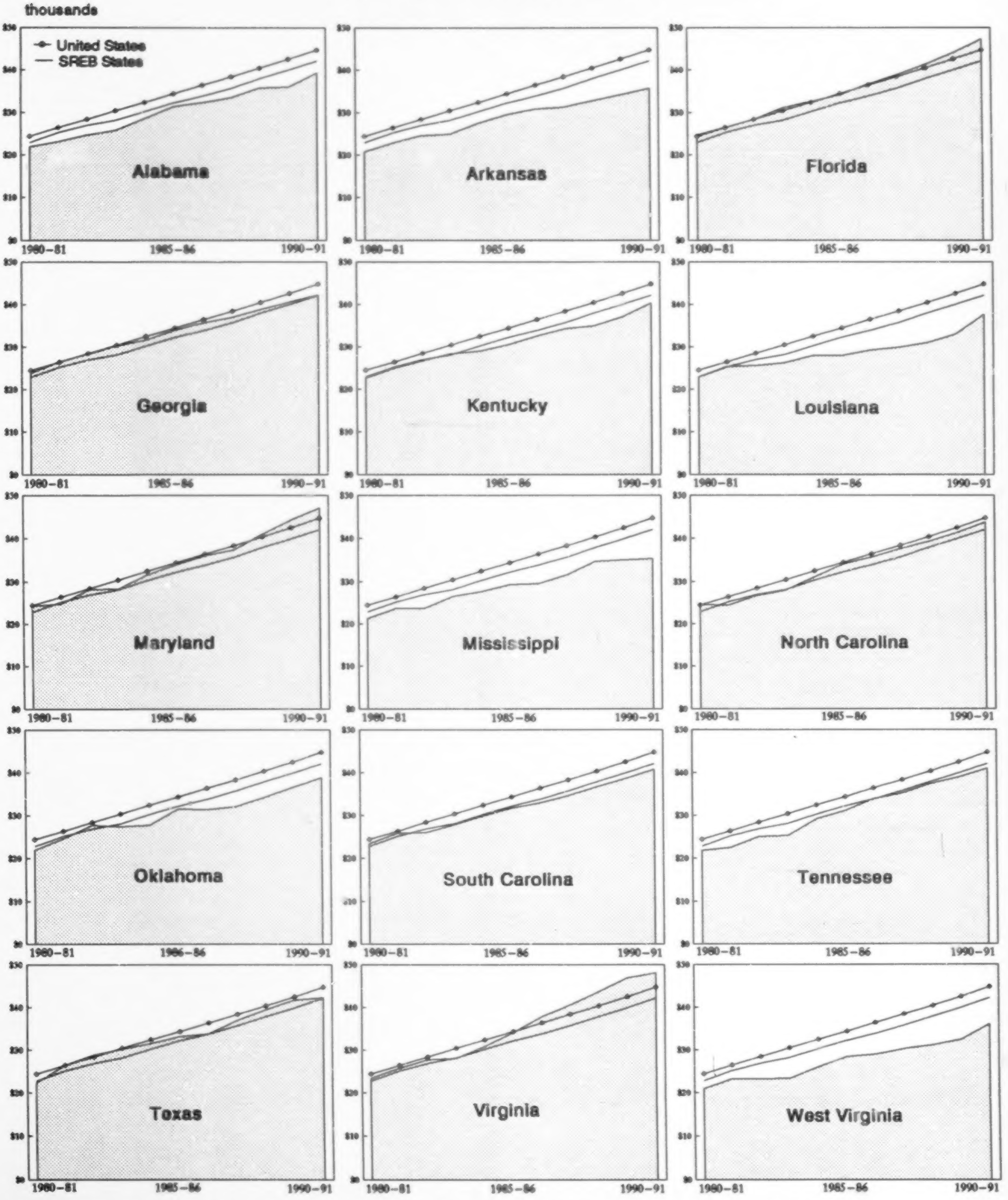
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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TEXAS

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

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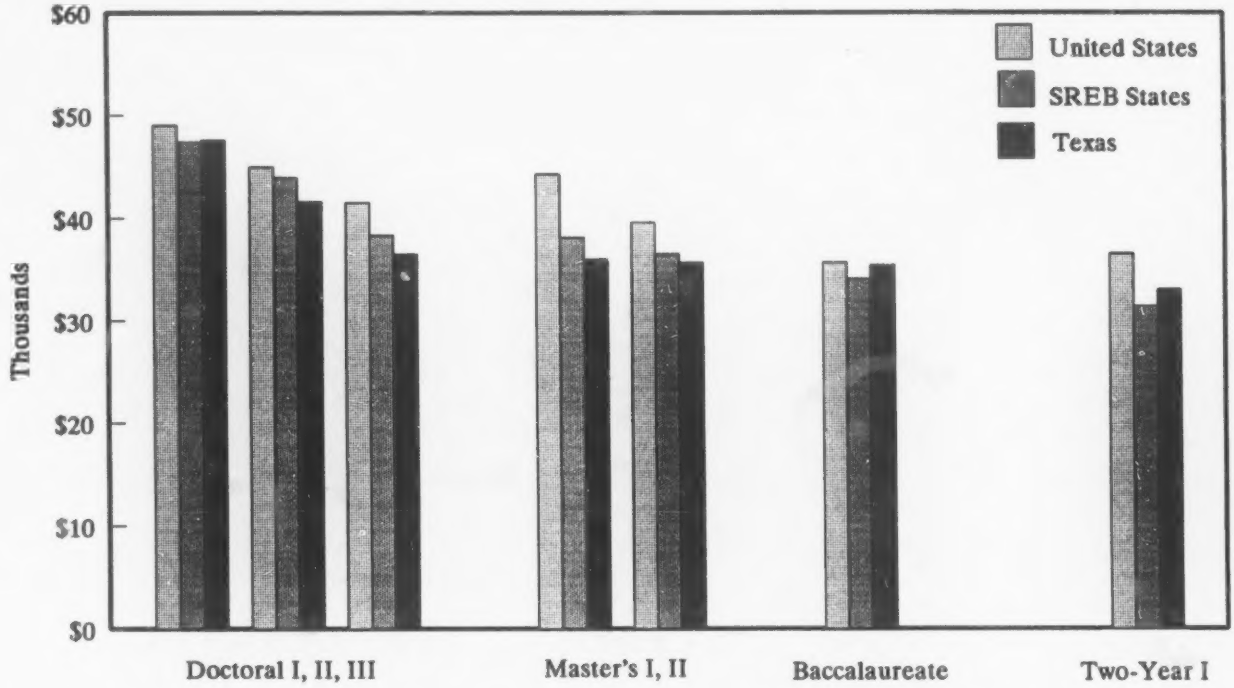
FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



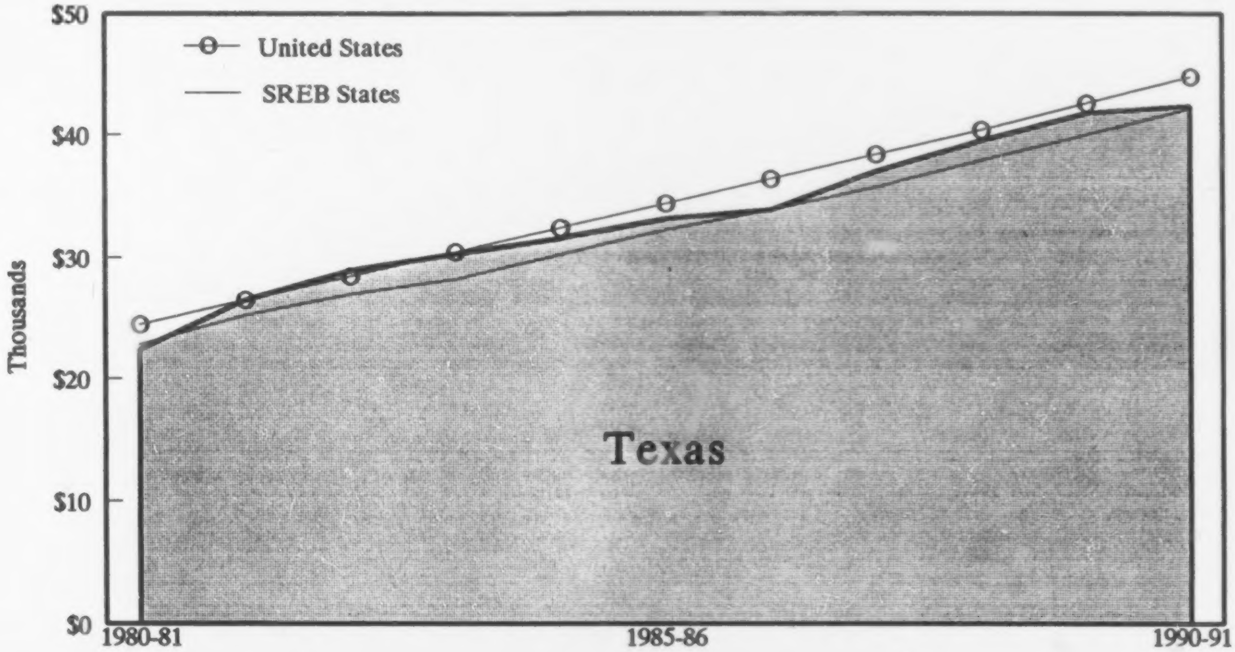
TEXAS HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Texas and Changes Since 1989-90

- **The Doctoral I Universities rank 5th among 15 states, compared to 4th among 14 states in 1989-90.**
- **The Doctoral II Universities rank 8th among 12 states, compared to 4th among 10 states in 1989-90.**
- **The Doctoral III Universities rank 6th among 9 states, compared to 6th among 10 states in 1989-90.**
- **The Master's I Universities rank 9th among 11 states, compared to 6th among 10 states in 1989-90.**
- **The Master's II Universities continue to rank 8th among 15 states.**
- **The Baccalaureate Colleges rank 4th among 11 states, compared to 3rd among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges continue to rank 3rd among 15 states.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in Texas' public four-year universities and colleges (taken as a group) gained ground on the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Texas' higher education institutions with four-year programs went up 89 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Texas' public four-year universities and colleges stood at 98 percent of the regional average; by 1990-91 it had increased to 100 percent of the regional average, and Texas ranked 5th among the 15 SREB states, compared to 9th in 1980-81.



Of the 14 other SREB states, three had salaries increase at the same or a higher rate than Texas over the last 10 years. In 1990-91, full-time faculty in Texas' public four-year universities and colleges, on average, earned $42,293--$162 more than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.02 for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Texas' salaries to equal the 1990-91 regional average. The average salary in Texas actually increased $1.03 for every $1.00 increase in the regional average during that time.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

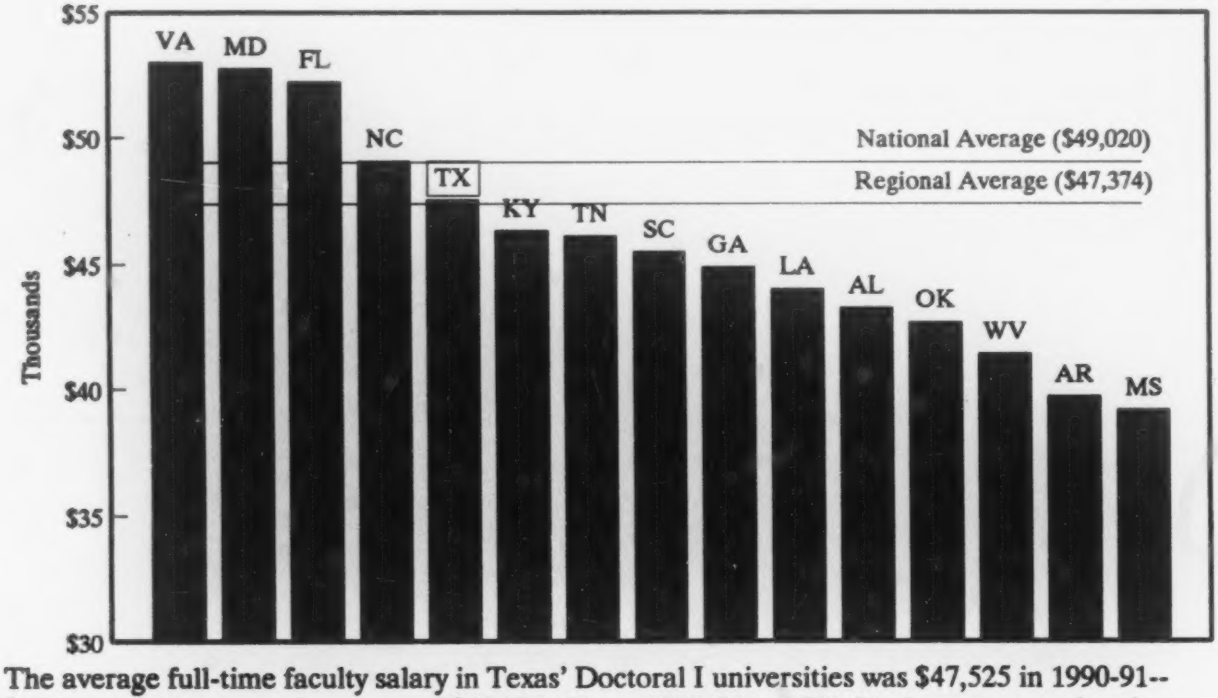
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Texas is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Texas Doctoral I Universities

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

Texas Agricultural & Mechanical University
Texas Technical University
The University of Texas at Austin
University of Houston-University Park
University of North Texas

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



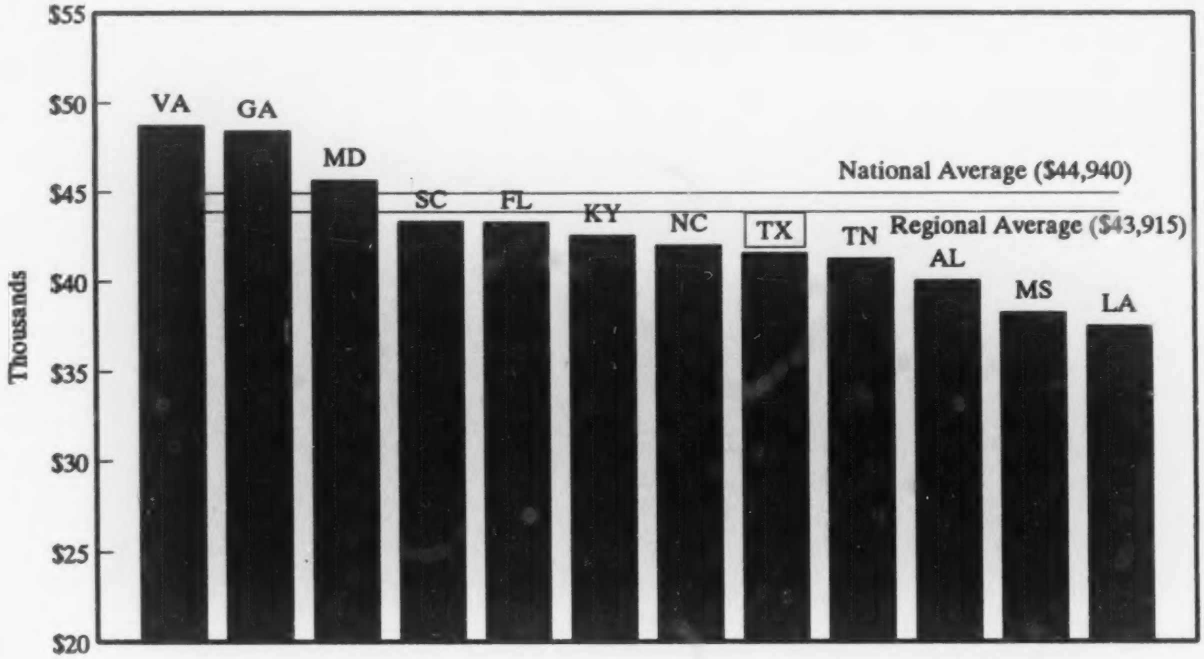
The average full-time faculty salary in Texas' Doctoral I universities was $47,525 in 1990-91--$151 above the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Texas' Doctoral I universities increased 0.7 percent; regionally the increase was 3.9 percent and the national average rose 5.2 percent. Texas' Doctoral I universities rank 5th in 1990-91 among the 15 SREB states with this type of university, down from 4th among 14 states in 1989-90. The one-year rate of salary increase in all of the other SREB states was greater than in Texas.

Texas Doctoral II Universities

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

Texas Woman's University
The University of Texas at Arlington
The University of Texas at Dallas

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



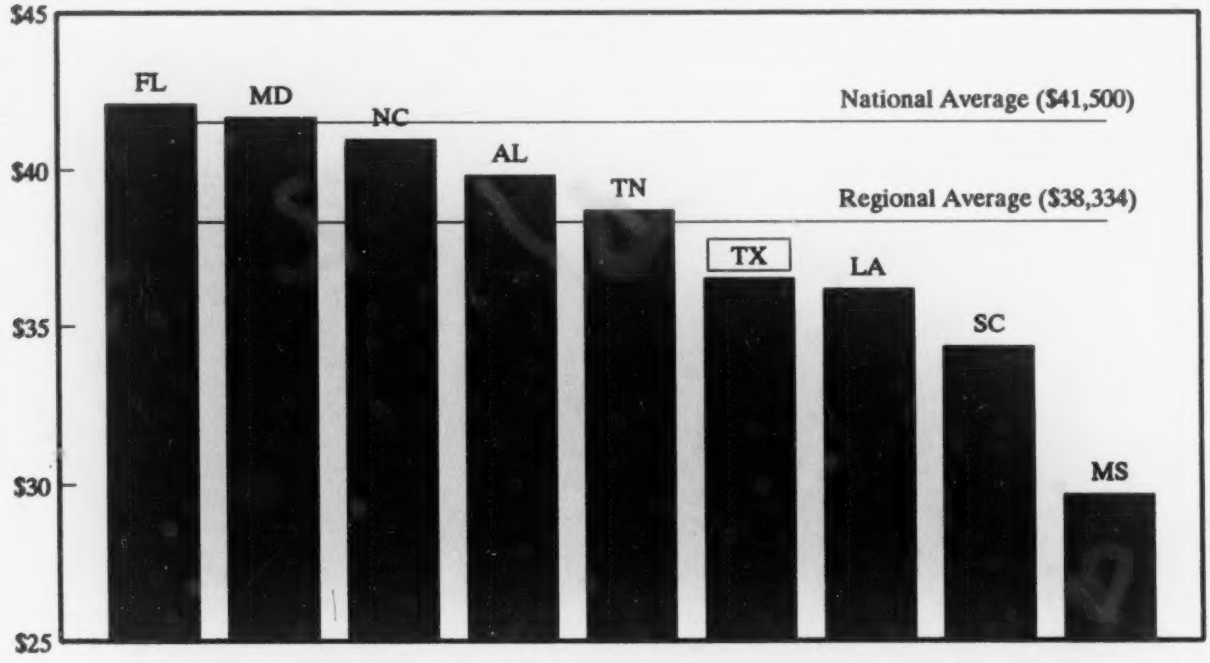
The average full-time faculty salary at Texas' Doctoral II universities in 1990-91 was $41,582--$2,333 below the $43,915 regional average. The average salary at Texas' Doctoral II universities increased 2.5 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. Texas' Doctoral II universities ranked 8th among the 12 SREB states with this type of university, down from 4th among 10 states in 1989-90. Percent increases in eight of the other SREB states with this type of university were greater than in Texas.

Texas Doctoral III Universities

Institutions awarding at least 1 doctoral degree.

East Texas State University
Lamar University [1]
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas Southern University
The University of Texas at El Paso

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral III Universities
1990-91



At the Doctoral III universities in Texas, the average full-time instructional faculty salary was $36,509 in 1990-91--$1,825 below the regional average of $38,334. Between 1989-90 and 1990-91 the average salary in Texas rose 0.1 percent; the regional average increased 3.3 percent and the national average increase was 2.7 percent. Among the nine SREB states with Doctoral III universities, Texas' average salary ranked 6th in 1990-91, compared to 6th among 10 states in 1989-90. Seven of the other SREB states with this type of university had a one-year percent increase greater than Texas'.

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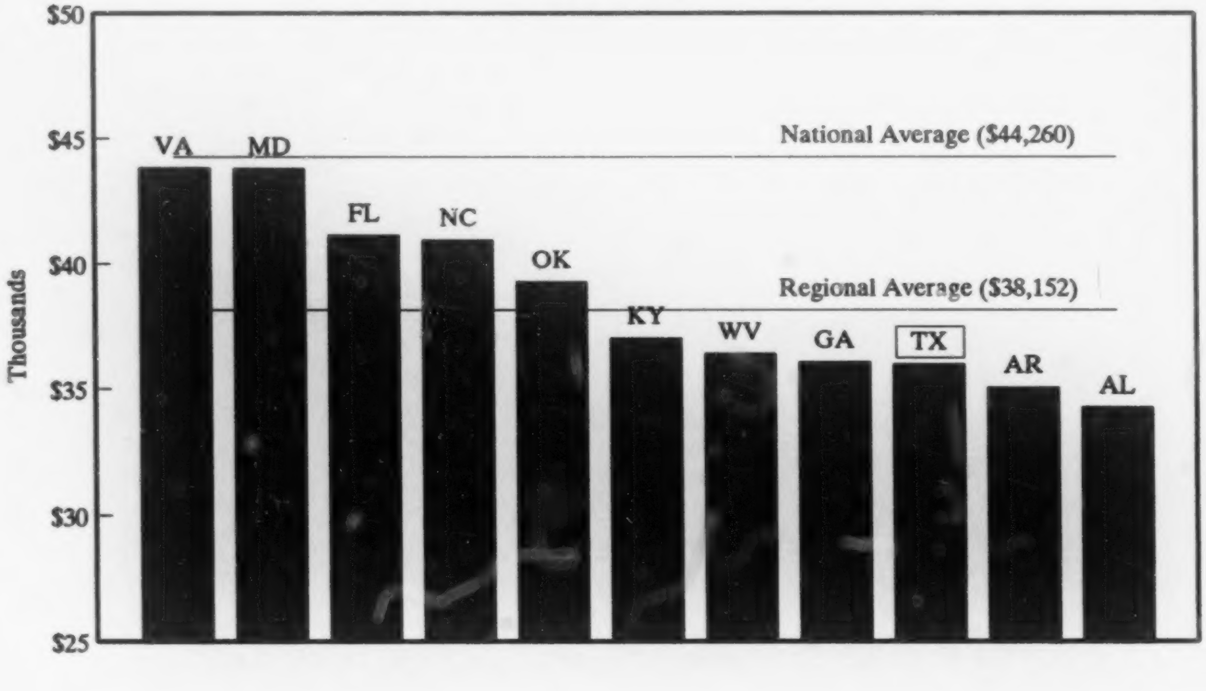
[1] **Lamar University was reclassified from Master's I to Doctoral III.**

Texas Master's I Universities

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

Prairie View Agricultural & Mechanical University
Southwest Texas State University
Sul Ross State University[2]
The University of Texas at San Antonio
The University of Texas at Tyler
University of Houston-Clear Lake
West Texas State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



In 1990-91, the average full-time faculty salary at Texas' Master's I universities was $35,991--$2,161 below the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in Texas decreased 0.9 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Texas' Master's I universities fell from 6th among 10 states to 9th place among the 11 SREB states having this type of institution. All other states had increases in this category of institution.

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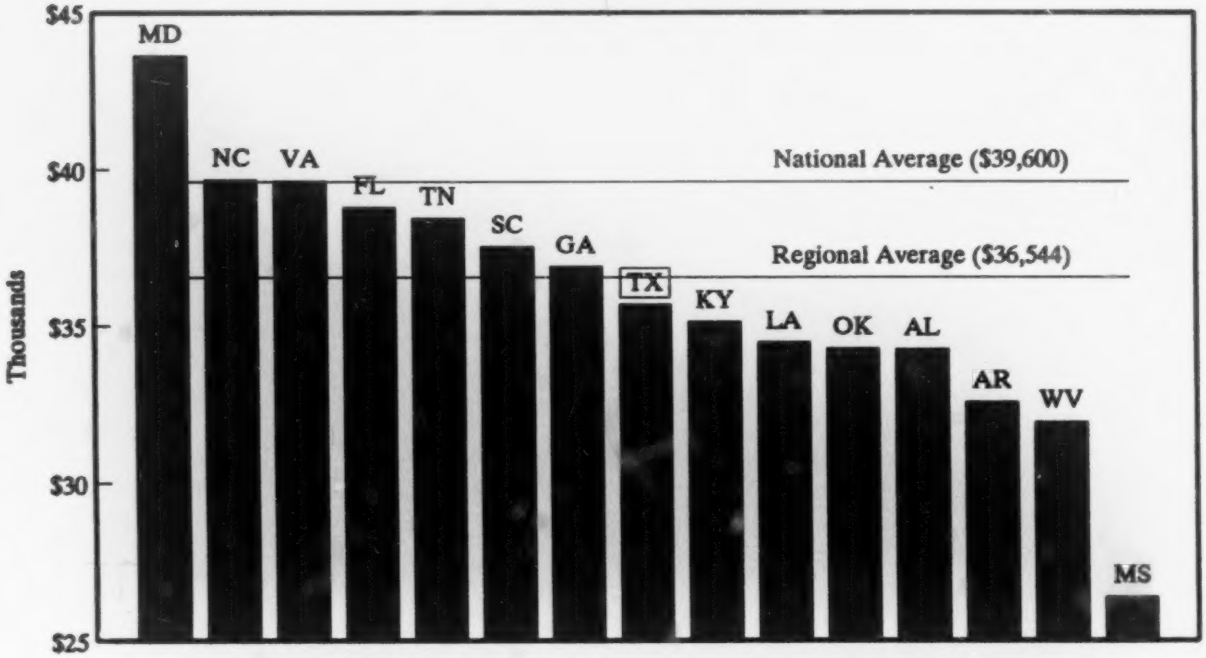
[2] Sul Ross University was reclassified from Master's II to Master's I.

Texas Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Angelo State University
Corpus Christi State University
East Texas State University at Texarkana
Laredo State University
Midwestern State University
University of Texas--Pan American
University of Texas--Pan American-Brownsville
Sul Ross State University /Uvalde Study Center
Tarleton State University
The University of Texas at Permian Basin
University of Houston-Victoria

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



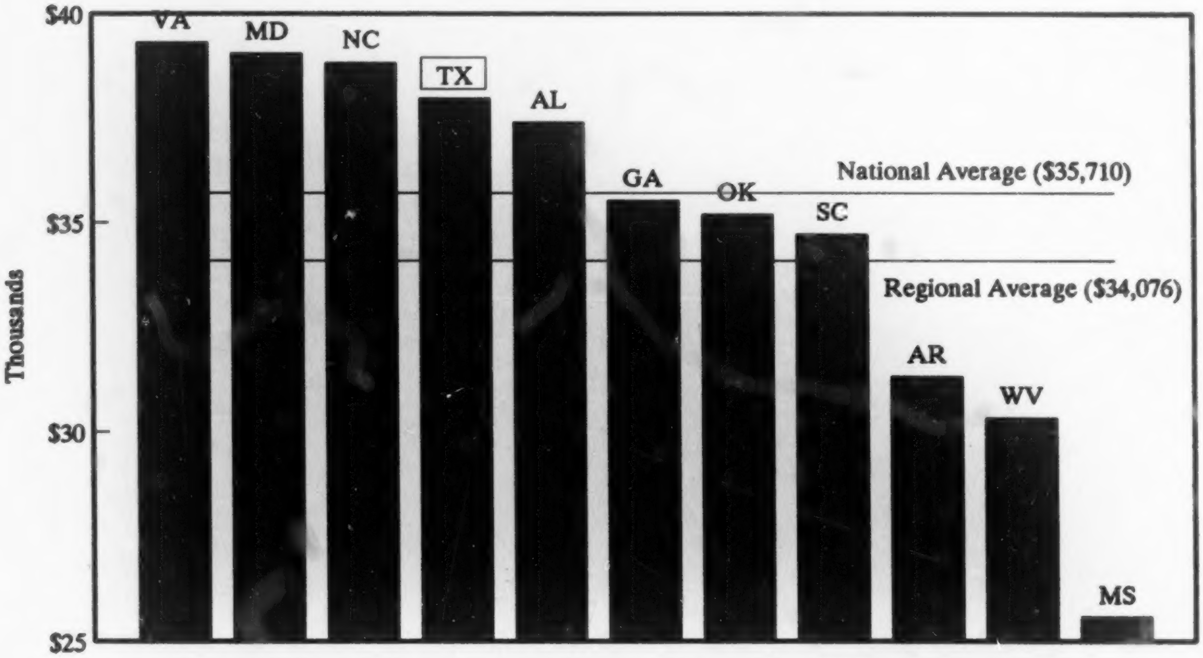
The average full-time faculty salary in 1990-91 at Texas' Master's II universities was $35,674--$870 less than the regional average of $36,544. The average salary in Texas' Master's II universities rose 4.6 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Texas remained in 8th place among the 15 SREB states. In 10 of the other states the one-year rate of salary increase was higher.

Texas Baccalaureate Colleges

Institutions that award the baccalaureate degree as the highest degree.

Texas Agricultural & Mechanical University at Galveston
University of Houston-Downtown

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



The average full-time faculty salary in Texas' Baccalaureate colleges was $37,971 in 1990-91--$3,895 more than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in Texas increased 2.7 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, Texas ranked 4th in 1990-91, down from 3rd among 10 states in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in seven of the other SREB states increased more than in Texas.

Texas Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Alvin Community College
Amarillo College
Angelina College
Austin Community College
Bee County College
Blinn College
Brazosport College
Brookhaven College (DCCCD)
Cedar Valley College (DCCCD)
Central Texas College
Cisco Junior College
Clarendon College
College of the Mainland
Collin County Community College District
Cooke County College
Del Mar College
Eastfield College (DCCCD)
El Centro College (DCCCD)
El Paso County Community College
Frank Phillips College
Galveston College
Grayson County College
Hill Junior College
Houston Community College
Howard College at Big Spring
Kilgore College
Lamar Technical Institute [4]
Lamar University-Orange Campus
Lamar University-Port Arthur Campus
Laredo Junior College
Lee College
McLennan Community College
Midland College
Mountain View College (DCCCD)
Navarro College
North Harris County College
North Lake College (DCCCD)
Northeast Campus (TCJCD)
Northeast Texas Community College
Northwest Campus (TCJCD)
Odessa College
Palo Alto College (ACCD)
Panola Junior College
Paris Junior College
Ranger Junior College
Richland College
San Antonio College (ACCD)
San Jacinto College -Central (SJCD)
San Jacinto College -North (SJCD)
San Jacinto College -South (SJCD)
South Campus (TCJCD)
South Plains College
Southwest Coll. Inst. for the Deaf (HCJCD)
Southwest Texas Junior College
St. Philip's College (ACCD)
Temple Junior College
Texarkana Community College
Texas Southmost College
Trinity Valley Community College
Tyler Junior College
Vernon Regional Junior College
Victoria College
Weatherford College
Western Texas College
Wharton County Junior College

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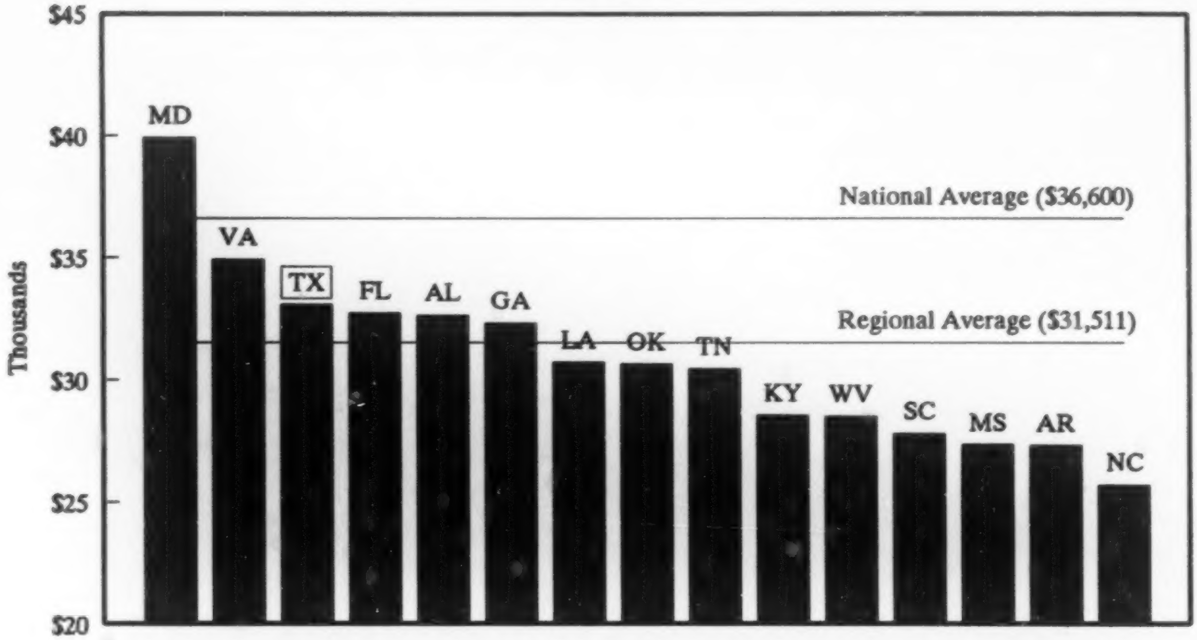
[3] Lamar Technical Institute is listed for the first time.

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Texas' Comprehensive Two-Year colleges, the average salary of full-time faculty was $33,038 in 1990-91--$1,527 above the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Texas' Comprehensive Two-Year colleges increased 2.6 percent; national and regional averages increased 6.1 and 3.5 percent, respectively. The average salary in Texas continued to rank 3rd among the 15 SREB states with Comprehensive Two-Year college data. In 12 of these 15 states, the one-year percent increases were greater than in Texas.

Weighted Average Salaries of Full-Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	––	––	––	––	––	––	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	––	––	––	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	––	––	––	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	––	––	––	37,026	6	25.9	35,115	9	24.1	––	––	––	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	––	––	––	34,463	10	28.1	––	––	––	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	––	––	––	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	––	––	––	––	––	––	39,286	5	21.9	34,260	11	22.6	35,197	7	21.4	30,638	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	––	––	––	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	––	––	––	38,429	5	23.9	––	––	––	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	––	––	––	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	––	––	––	––	––	––	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"––" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

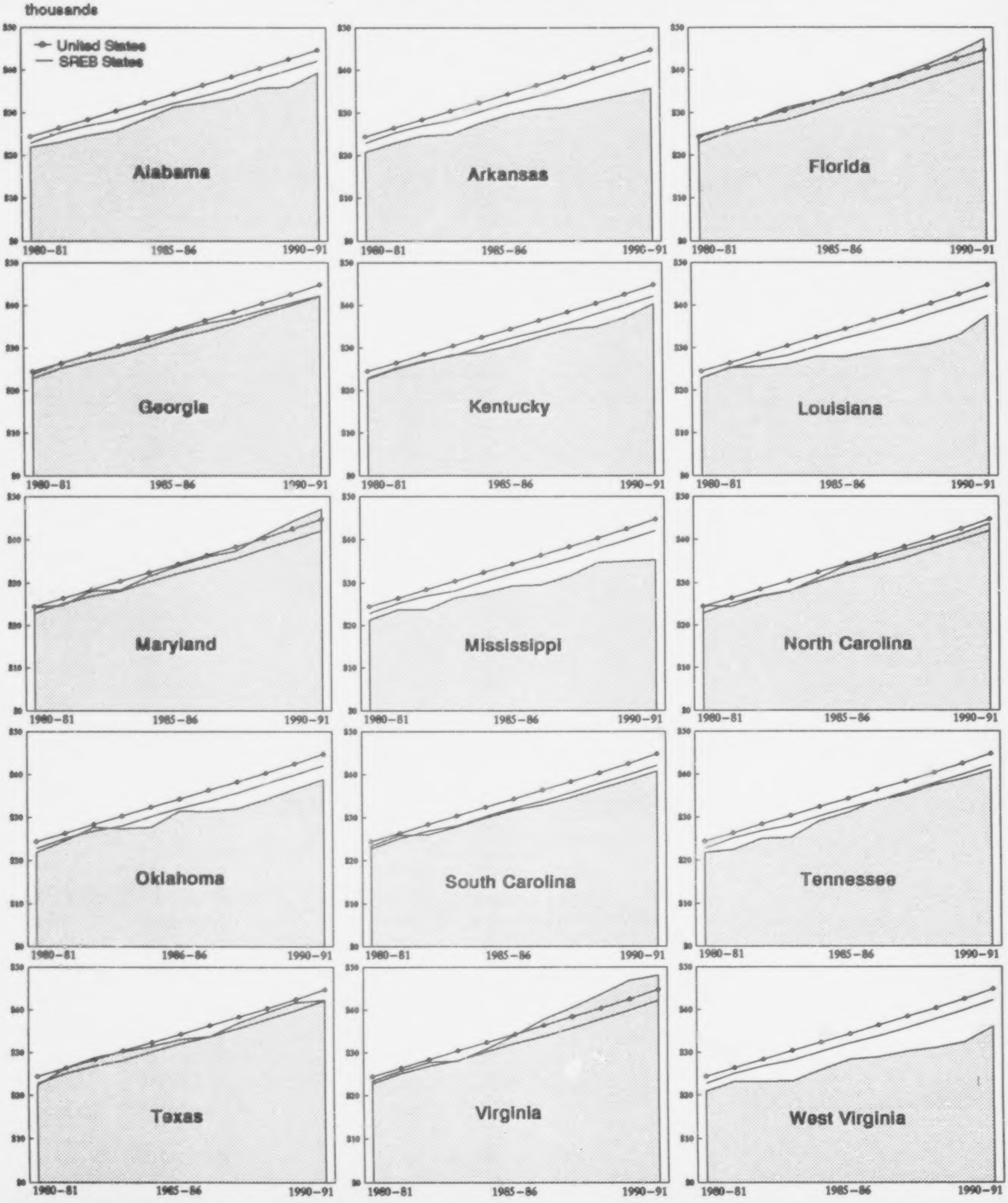
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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VIRGINIA

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

Data for postsecondary vocational-technical institutions are not presented in this report. Due to reorganization in a number of states, four of six states with this type of institution have not provided faculty salary data. This report is based on the July 1, 1991 revision of the ***SREB-State Data Exchange, 1990-91.***

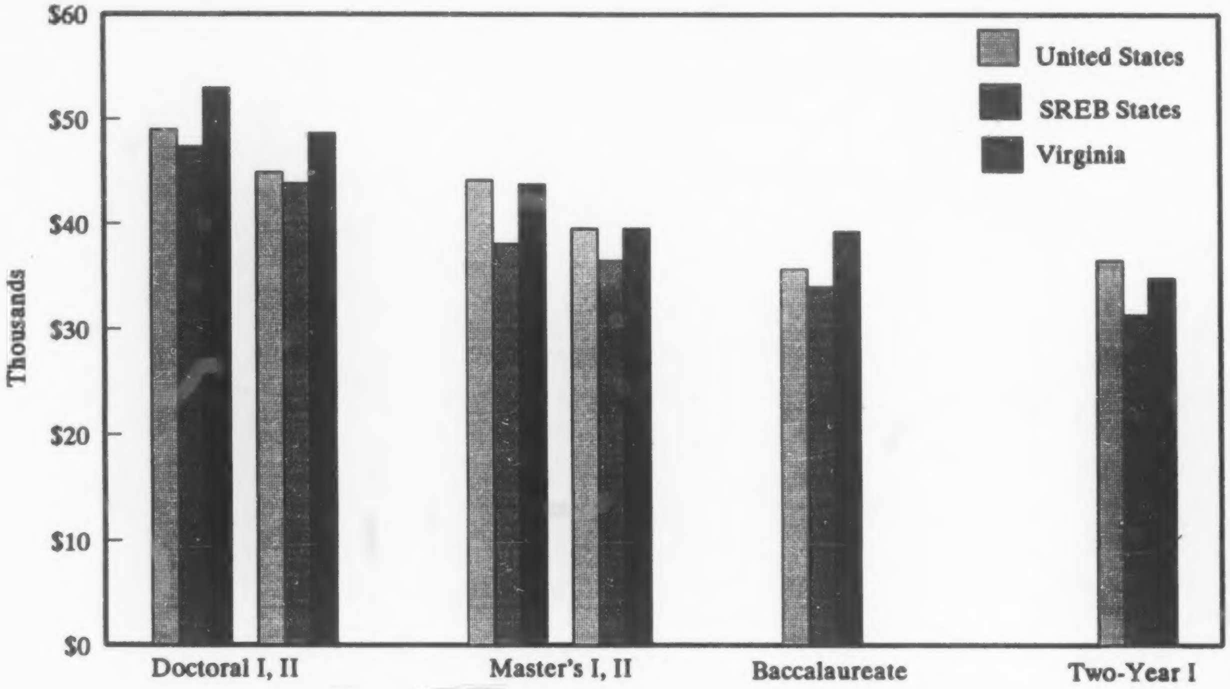
*The complete **SREB-State Data Exchange, 1990-91** contains faculty salary data and data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (professor, associate professor, etc.). Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tutition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid. Updates are provided as necessary.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

*For further information about this report or the **SREB-State Data Exchange**, contact Joe Marks, Associate Director for Data Services.*

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



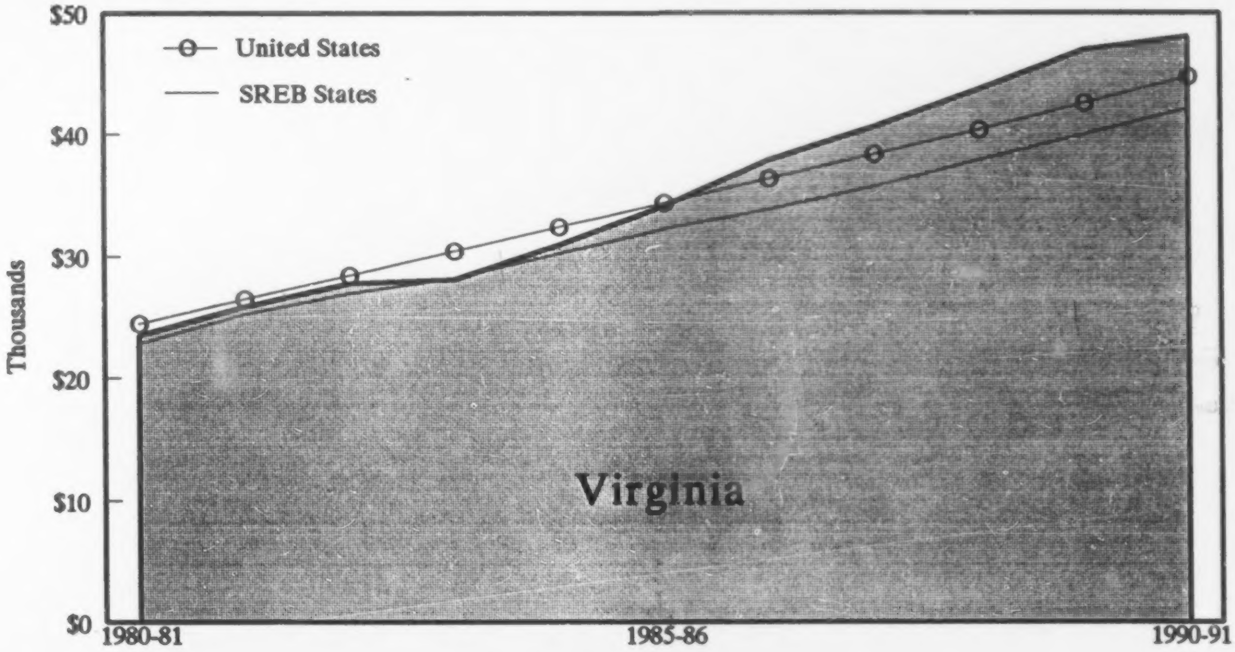
VIRGINIA HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in Virginia and Changes Since 1989-90

- **The Doctoral I Universities rank 1st among 15 states, compared to 1st among 14 states in 1989-90.**
- **The Doctoral II Universities rank 1st among 12 states, compared to 1st among 10 states in 1989-90.**
- **The Master's I University ranks 1st among 11 states, compared to 1st among 10 states in 1989-90.**
- **The Master's II Universities rank 3rd among 15 states, compared to 2nd among 15 states in 1989-90.**
- **The Baccalaureate Colleges rank 1st among 11 states, compared to 1st among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges continue to rank 2nd among 15 states.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in Virginia's public four-year universities and colleges (taken as a group) gained ground on the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in Virginia's higher education institutions with four-year programs went up 104 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in Virginia's public four-year universities and colleges stood at 103 percent of the regional average; by 1990-91 it had grown to 114 percent of the regional average. In 1990-91, Virginia ranked 1st among the 15 SREB states, compared to 6th in 1980-81.



Of the 14 other SREB states, none had salaries increase at the same or a higher rate than Virginia over the last 10 years. In 1990-91, full-time faculty in Virginia's public four-year universities and colleges, on average, earned $48,026--$5,895 more than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $0.97 for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for Virginia's salaries to equal the 1990-91 regional average. The average salary in Virginia actually increased $1.27 for every $1.00 increase in the regional average during that time.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

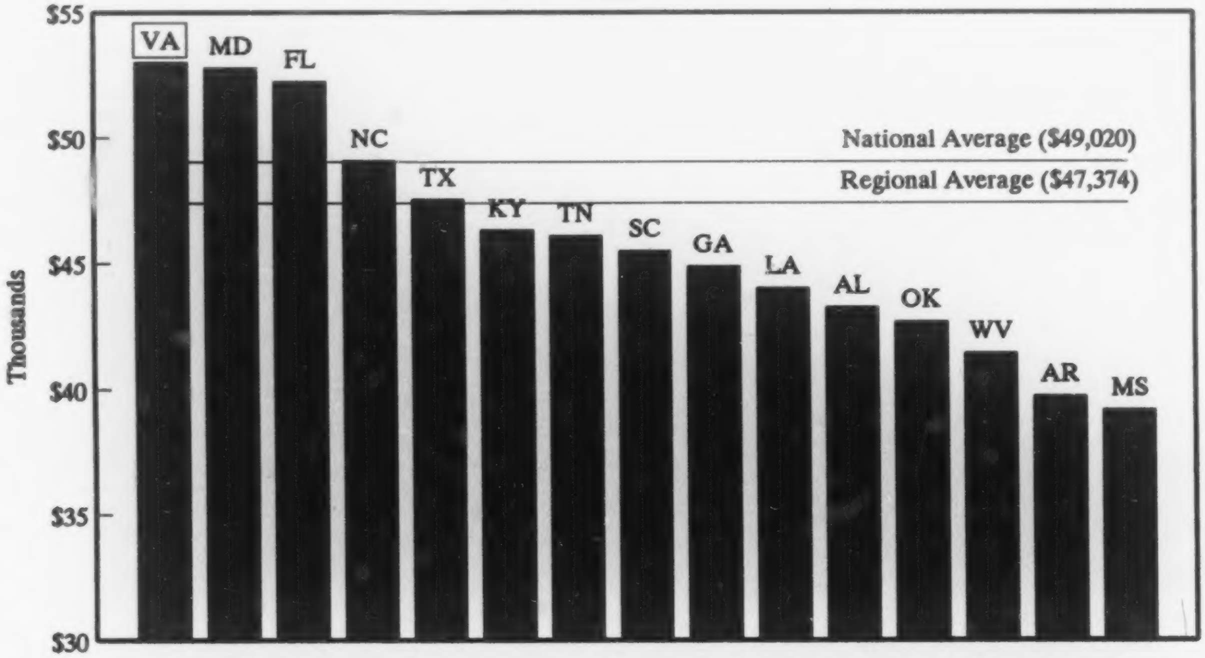
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in Virginia is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

Virginia Doctoral I Universities

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

University of Virginia
Virginia Polytechnic Institute & State University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



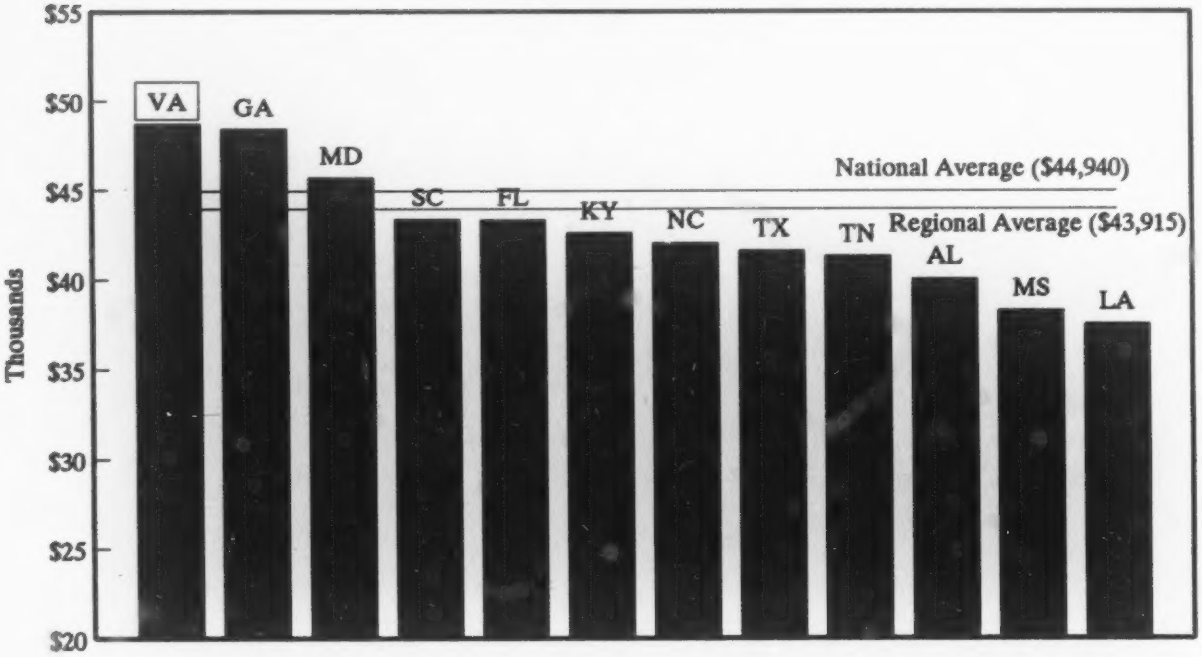
The average full-time faculty salary in Virginia's Doctoral I universities was $52,988 in 1990-91--$5,614 above the regional average of $47,374. From 1989-90 to 1990-91, the average salary in Virginia's Doctoral I universities increased 3.6 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. Virginia's Doctoral I universities continue to rank 1st among the 15 SREB states with this type of university. The one-year rate of salary increase in 11 of the other SREB states was greater than in Virginia.

Virginia Doctoral II Universities

Institutions awarding at least 30 doctoral degrees, which are distributed among at least 5 broad program areas.

College of William & Mary
George Mason University[1]
Old Dominion University
Virginia Commonwealth University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral II Universities
1990-91



The average full-time faculty salary at Virginia's Doctoral II universities in 1990-91 was $48,698--$4,783 above the $43,915 regional average. The average salary at Virginia's Doctoral II universities increased 4.3 percent over the previous year; the average regional increase was 5.2 percent and the national average increase was 8.5 percent. Virginia's Doctoral II universities continued to rank 1st among the SREB states with this type of university. The one-year percent increases in five of the other SREB states were less than in Virginia.

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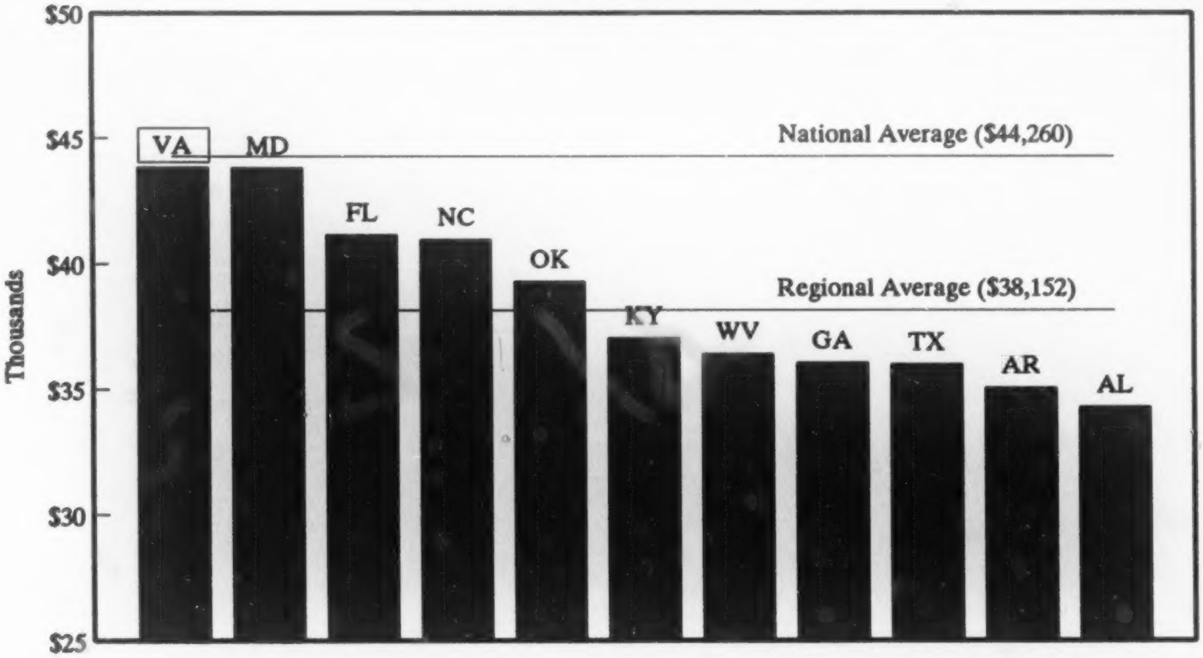
[1] George Mason University was reclassified from Doctoral III to Doctoral II.

Virginia Master's I University

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

James Madison University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



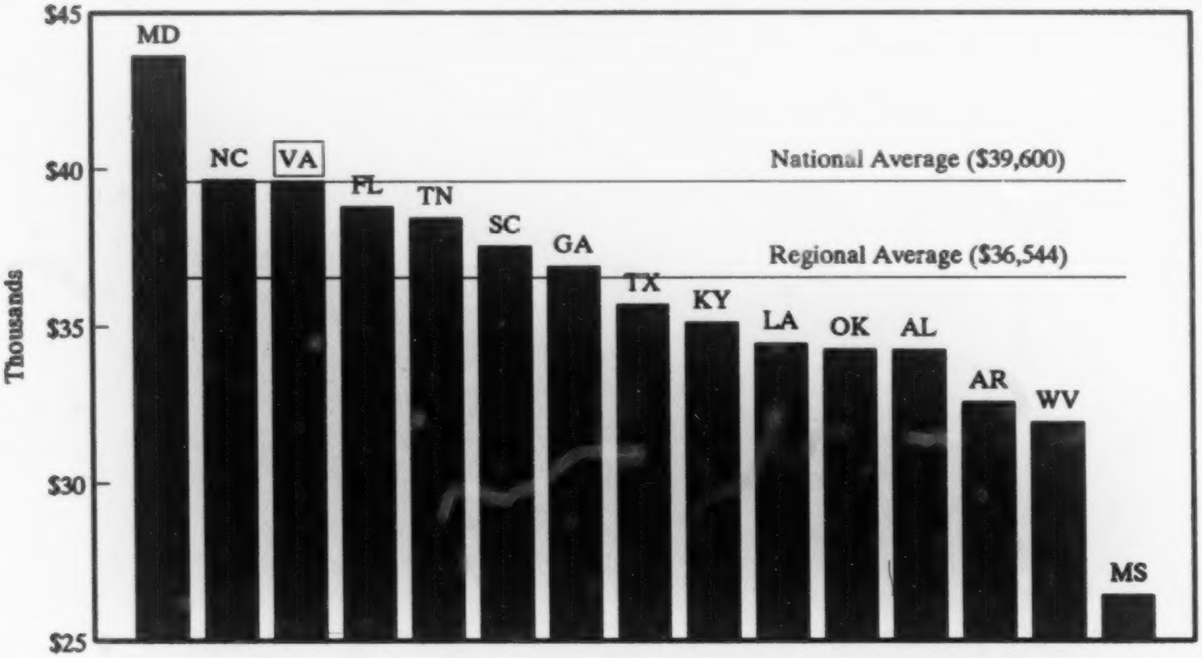
In 1990-91, the average full-time faculty salary at Virginia's Master's I university was $43,812--$5,660 above the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in Virginia grew 2.8 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in Virginia's Master's I university remained in 1st place among the SREB states having this type of institution. Eight states had increases greater than Virginia's.

Virginia Master's II Universities

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

Longwood College
Mary Washington College
Norfolk State University
Radford University
Virginia State University

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



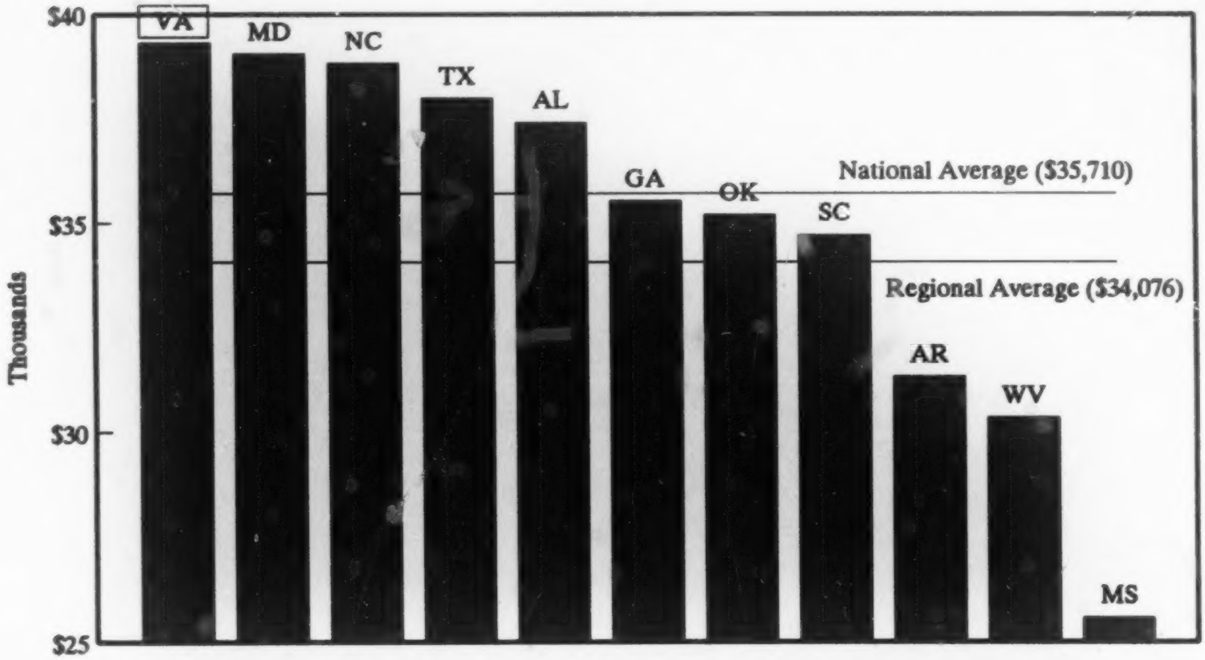
The average full-time faculty salary in 1990-91 at Virginia's Master's II universities was $39,614--$3,070 more than the regional average of $36,544. The average salary in Virginia's Master's II universities rose 1.0 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in Virginia moved from 2nd to 3rd place among the 15 SREB states. In all but one of the other states the one-year rate of salary increase was greater.

Virginia Baccalaureate Colleges

Institutions that award the baccalaureate degree as the highest degree.

Christopher Newport College
Clinch Valley College

Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities
1990-91



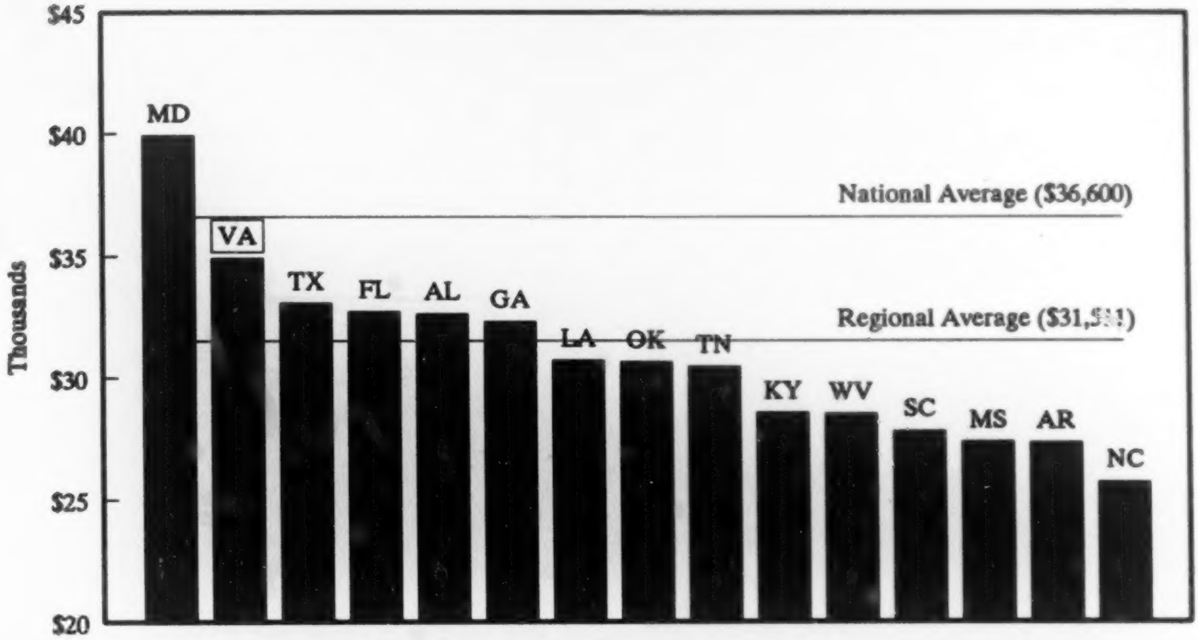
The average full-time faculty salary in Virginia's Baccalaureate colleges was $39,304 in 1990-91--$5,228 more than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in Virginia increased 1.8 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, Virginia ranked 1st in 1989-90 and in 1990-91. The average salary of faculty in Baccalaureate colleges or universities in all of the other SREB states increased more than in Virginia.

Virginia Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

Blue Ridge Community College
Central Virginia Community College
Danville Community College
D.S. Lancaster Community College
Eastern Shore Community College
Germanna Community College
John Tyler Community College
J.S. Reynolds Community College
Lord Fairfax Community College
Mountain Empire Community College
New River Community College
Northern Virginia Community College
Patrick Henry Community College
Paul D. Camp Community College
Piedmont Virginia Community College
Rappahannock Community College
Richard Bland College
Southside Virginia Community College
Southwest Virginia Community College
Thomas Nelson Community College
Tidewater Community College
Virginia Highlands Community College
Virginia Western Community College
Wyth Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In Virginia's Comprehensive Two-Year colleges, the average salary of full-time faculty was $34,908 in 1990-91--$3,397 above the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in Virginia's Comprehensive Two-Year colleges increased 1.7 percent; national and regional averages increased 6.1 and 3.5 percent, respectively. The average salary in Virginia continued to rank 2nd among the 15 SREB states reporting Comprehensive Two-Year college data. In all of these SREB states, the one-year percent increases were greater than in Virginia.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	39,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	––	––	––	––	––	––	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	––	––	––	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	––	––	––	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	––	––	––	37,026	6	25.9	35,115	9	24.1	––	––	––	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	––	––	––	34,463	10	28.1	––	––	––	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	––	––	––	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	––	––	––	––	––	––	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.6
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	––	––	––	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	––	––	––	38,429	5	23.9	––	––	––	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	––	––	––	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	––	––	––	––	––	––	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"––" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

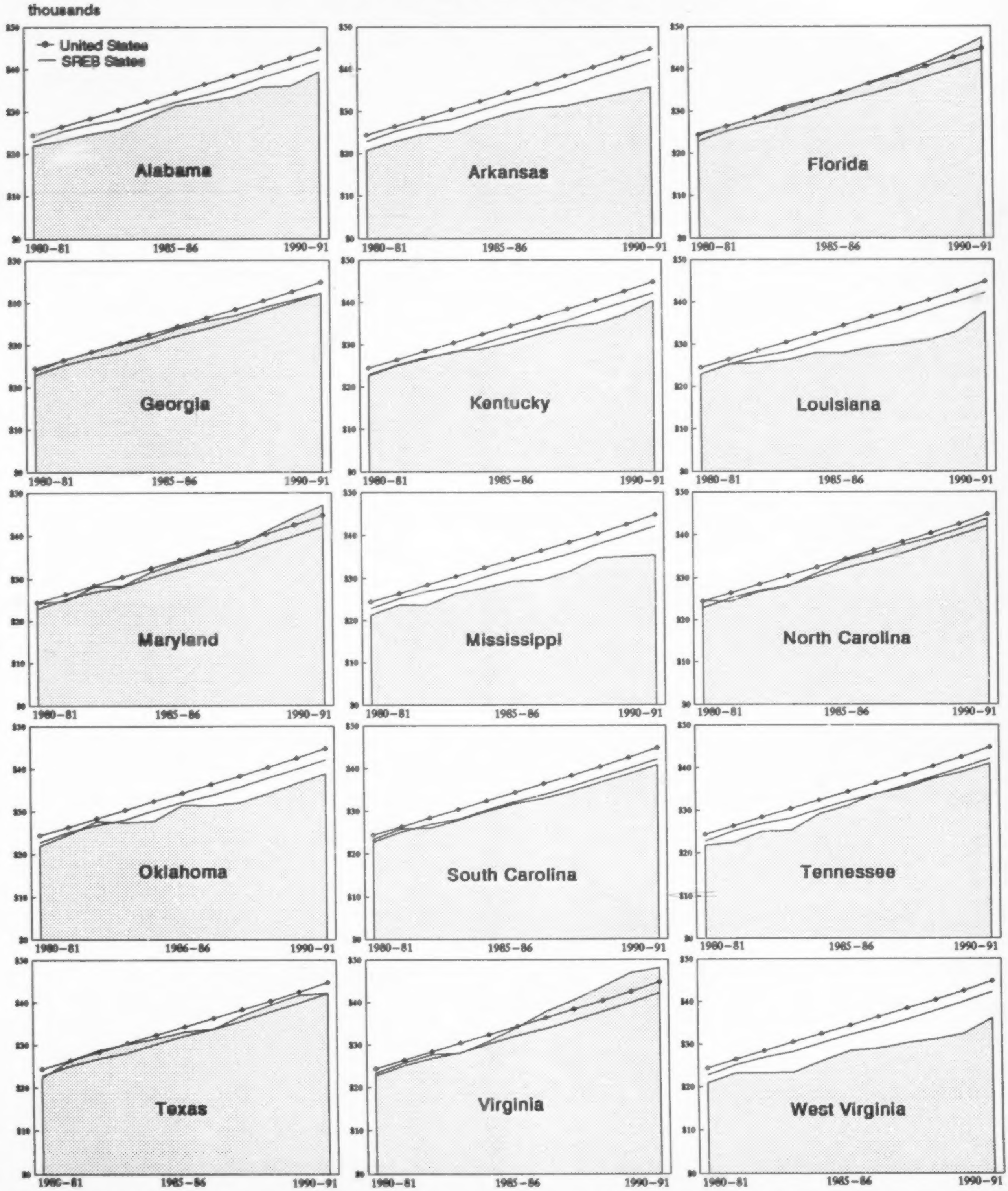
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.

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WEST VIRGINIA

Public College and University Faculty Salaries Compared to National and SREB Averages 1990-91

SOUTHERN REGIONAL EDUCATION BOARD
592 Tenth Street, N.W.
Atlanta, Georgia 30318-5790
(404) 875-9211

Data for postsecondary vocational-technical institutions are not presented in this report. Due to reorganization in a number of states, four of six states with this type of institution have not provided faculty salary data. This report is based on the July 1, 1991 revision of the ***SREB-State Data Exchange, 1990-91.***

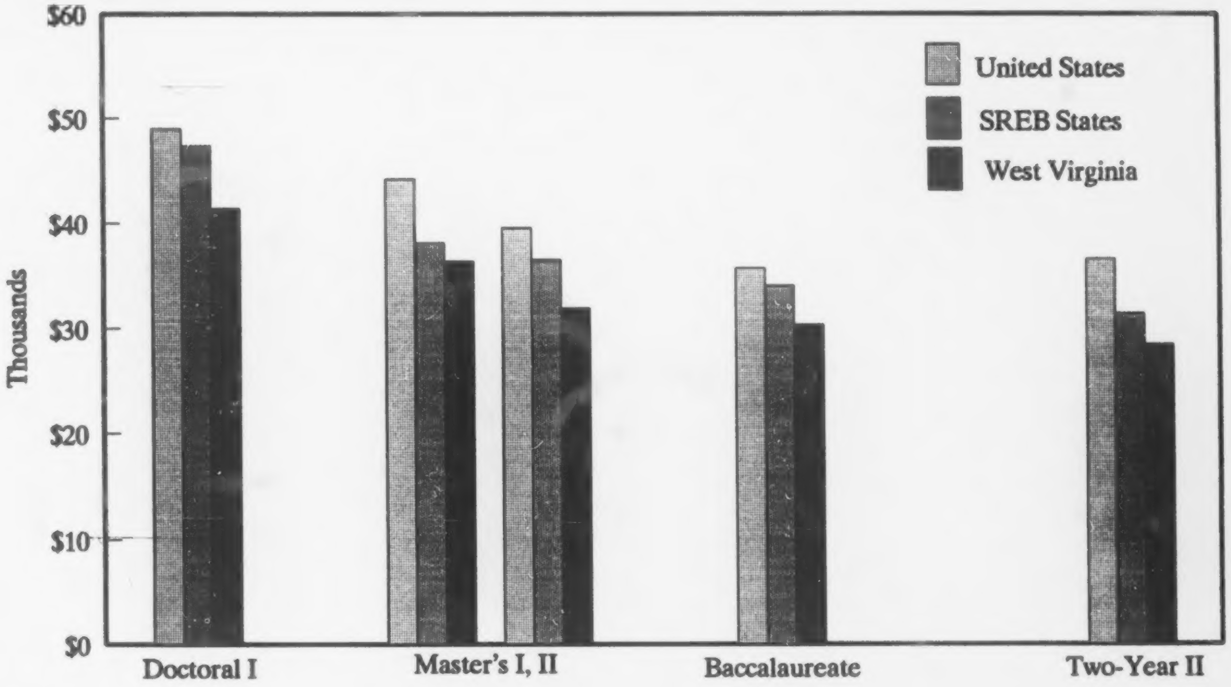
The complete ***SREB-State Data Exchange, 1990-91*** *contains faculty salary data and data on fringe benefits for full-time instructional faculty in each SREB state by faculty rank (professor, associate professor, etc.). Also included are lists of all public postsecondary education institutions in the region by SREB category and data on per-student funding, tutition and fees, and degrees conferred. The report may be obtained from SREB for $25.00--prepaid. Updates are provided as necessary.*

A list of institutions across the nation in each SREB category is available from SREB for $10.00--prepaid.

For further information about this report or the ***SREB-State Data Exchange****, contact Joe Marks, Associate Director for Data Services.*

FACULTY SALARY TRENDS AND LATEST COMPARISONS TO NATIONAL AND SREB AVERAGES

This report presents weighted average nine-month equivalent salary information for "all ranks" of full-time instructional faculty in the various types of public colleges and universities in the United States (some states do not have institutions in every category). The information is based on data reported by the SREB-state higher education agencies for the **SREB-State Data Exchange**--an annual service of SREB for 20 years--and a special analysis of national salary data reported to the American Association of University Professors (AAUP).



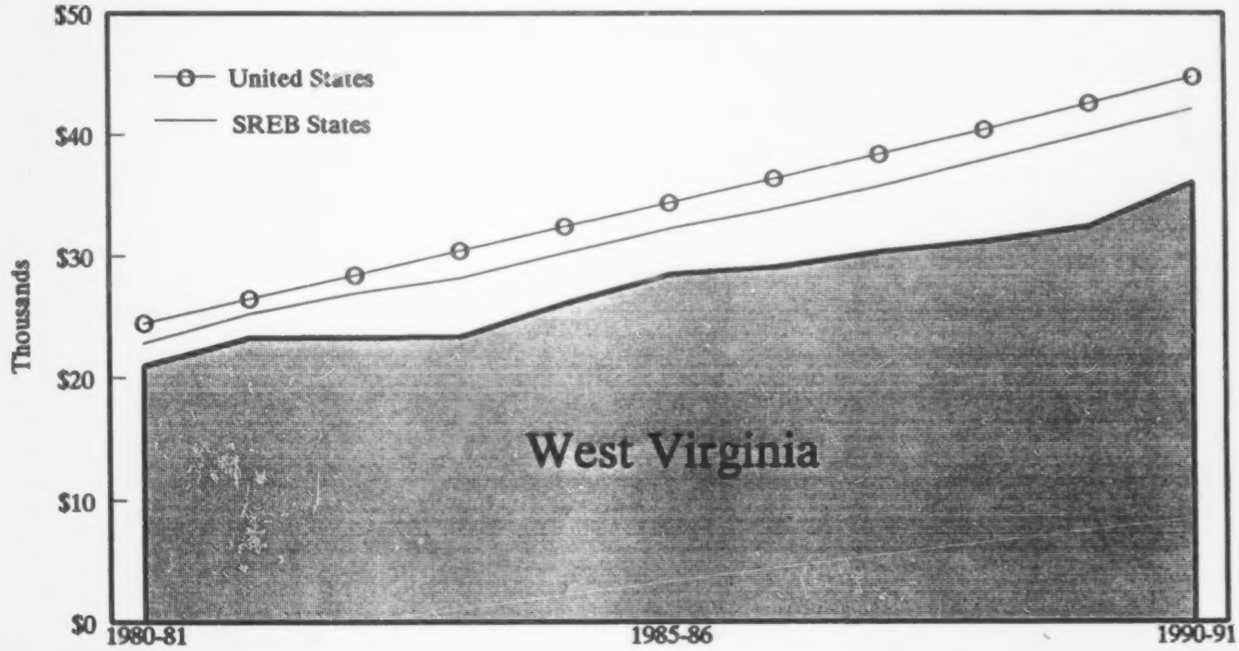
WEST VIRGINIA HIGHLIGHTS

1990-91 Rankings of Faculty Salaries in West Virginia and Changes Since 1989-90

- **The Doctoral I University ranks 13th among 15 states, compared to 14th among 14 states in 1989-90.**
- **The Master's I University ranks 7th among 11 states, compared to 10th among 10 states in 1989-90.**
- **The Master's II University ranks 14th among 15 states, compared to 13th among 15 states in 1989-90.**
- **The Baccalaureate Colleges rank 10th among 11 states, compared to 10th among 10 states in 1989-90.**
- **The Comprehensive Two-Year Colleges rank 11th among 15 states, compared to 14th among 15 states in 1989-90.**

Faculty Salary Trends
Public Four-Year Universities and Colleges *
1980-81 to 1990-91

The average faculty salary in West Virginia's public four-year universities and colleges (taken as a group) lost ground to the national and regional averages over the past 10 years. The average salary for full-time instructional faculty in West Virginia's higher education institutions with four-year programs went up 71 percent, compared to the regional average increase of 84 percent and an 83 percent national average. Ten years ago the average salary in West Virginia's public four-year universities and colleges stood at 92 percent of the regional average; by 1990-91 it had dropped to 85 percent of the regional average, and West Virginia ranked 13th among the 15 SREB states.



Of the 14 other SREB states, 12 had salaries increase at the same or a higher rate than West Virginia over the last 10 years. In 1990-91, full-time faculty in West Virginia's public four-year universities and colleges, on average, earned $35,999--$6,132 less than the regional average of $42,131. Only three SREB states (Florida, Maryland, and Virginia) had average faculty salaries above the national average of $44,749 and only six SREB states (Florida, Georgia, Maryland, North Carolina, Texas, and Virginia) were above the 15-state regional average.

Making faculty salaries "competitive" is an often-stated goal of state higher education leaders. Accomplishing this depends upon the circumstances and aspirations of each state. Regional and national averages are moving targets and meeting, exceeding, or maintaining a certain distance from the average depends on how far away from these averages state salaries are and how quickly national and regional averages rise. For example, it would have taken an increase of $1.10 in West Virginia for every $1.00 increase in the regional average over the 1980-81 to 1990-91 period for West Virginia's salaries to equal the 1990-91 regional average. The average salary in West Virginia actually increased $0.78 for every $1.00 increase in the regional average during that time.

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* Included are Doctoral I, II, III, Master's I, II, and Baccalaureate colleges and universities. Salaries of faculty at Specialized institutions are not reported.

Comparisons by Type of University or College
1989-90 and 1990-91

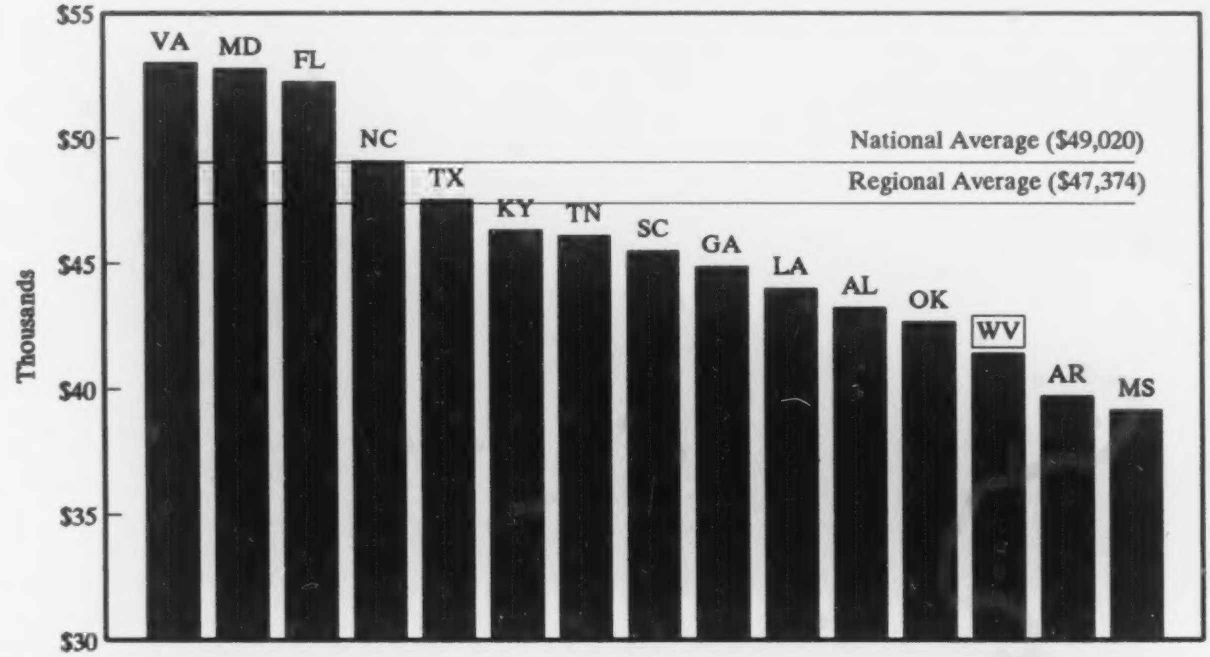
SREB uses comparison groups based on the size and degree programs of universities and colleges. In the remainder of this report the average full-time faculty salary for all faculty ranks combined in each type of higher education institution in West Virginia is compared to that of like institutions nationally, regionally, and in each of the other SREB states.

West Virginia Doctoral I University

Institutions awarding at least 100 doctoral degrees, which are distributed among at least 10 broad program areas with no more than 50 percent of the degrees in any one area.

West Virginia University

Average Full-Time Faculty Salaries
United States and SREB States
Doctoral I Universities
1990-91



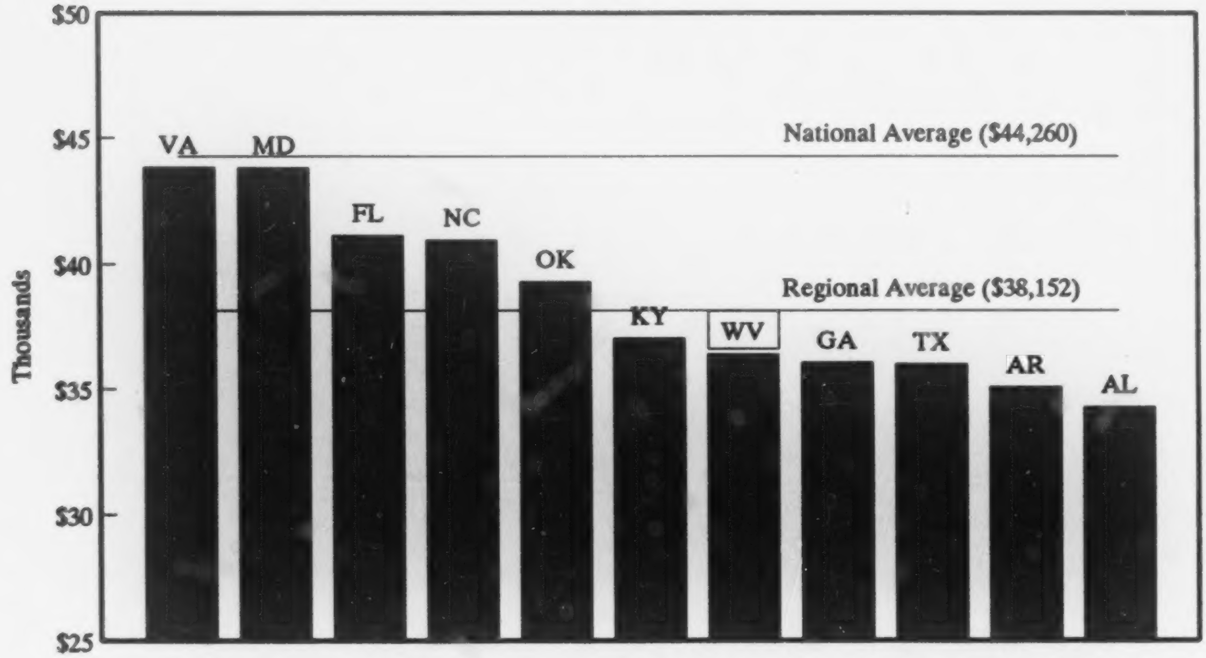
The average full-time faculty salary in West Virginia's Doctoral I university was $41,421 in 1990-91-- $5,953 below the regional average of $47,374. From 1989-90 to 1990-91, the average salary in West Virginia's Doctoral I university increased 11.8 percent; regionally the increase was 5.2 percent and the national average rose 3.9 percent. West Virginia's Doctoral I university ranks 13th among the 15 SREB states with this type of university, up from 14th among 14 states in 1989-90. The one-year rate of salary increase in 12 of the other SREB states was less than in West Virginia.

West Virginia Master's I University

Institutions awarding at least 100 master's, education specialist, or post-master's certificates and degrees distributed among at least 10 broad program areas.

Marshall University

Average Full-Time Faculty Salaries
United States and SREB States
Master's I Universities
1990-91



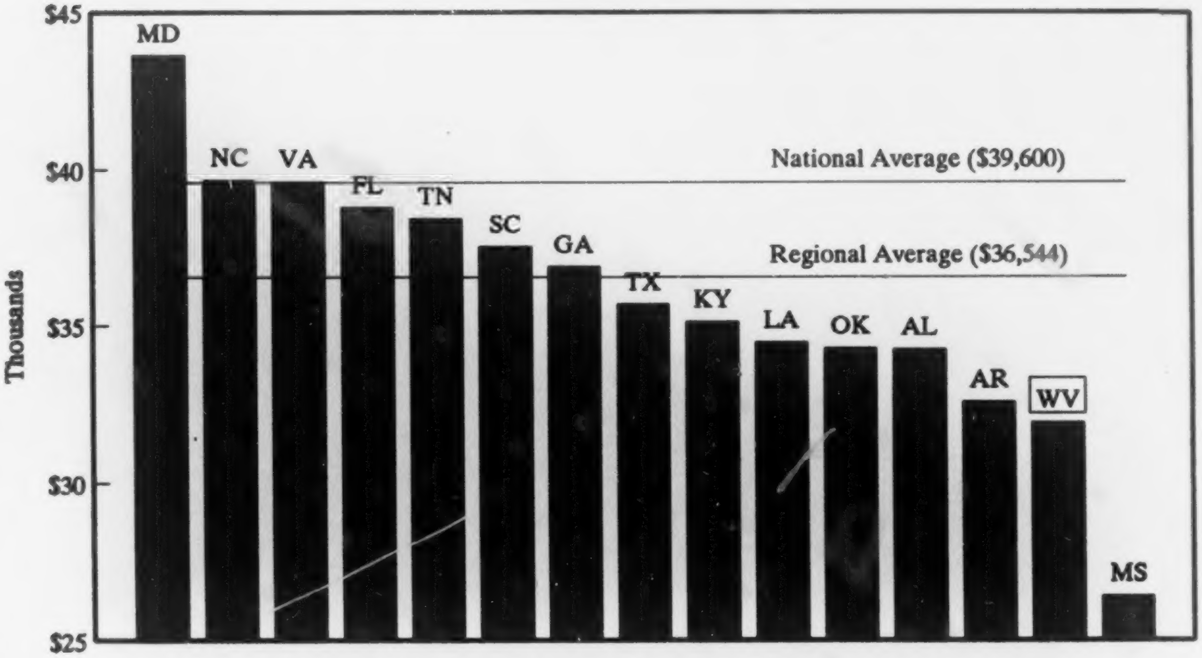
In 1990-91, the average full-time faculty salary at West Virginia's Master's I university was $36,401--$1,751 below the regional average of $38,152. Between 1989-90 and 1990-91, the average salary in West Virginia grew 18.9 percent; the regional average increased 5.3 percent and the national average rose 4.7 percent. The average full-time faculty salary in West Virginia's Master's I university moved up from 10th among 10 states in 1989-90 to 7th place among the 11 SREB states having this type of institution in 1990-91. Ten states had increases smaller than West Virginia's.

West Virginia Master's II University

Institutions awarding at least 1 but less than 100 master's, education specialist, or post-master's degree or certificate.

West Virginia Institute of Technology

Average Full-Time Faculty Salaries
United States and SREB States
Master's II Universities
1990-91



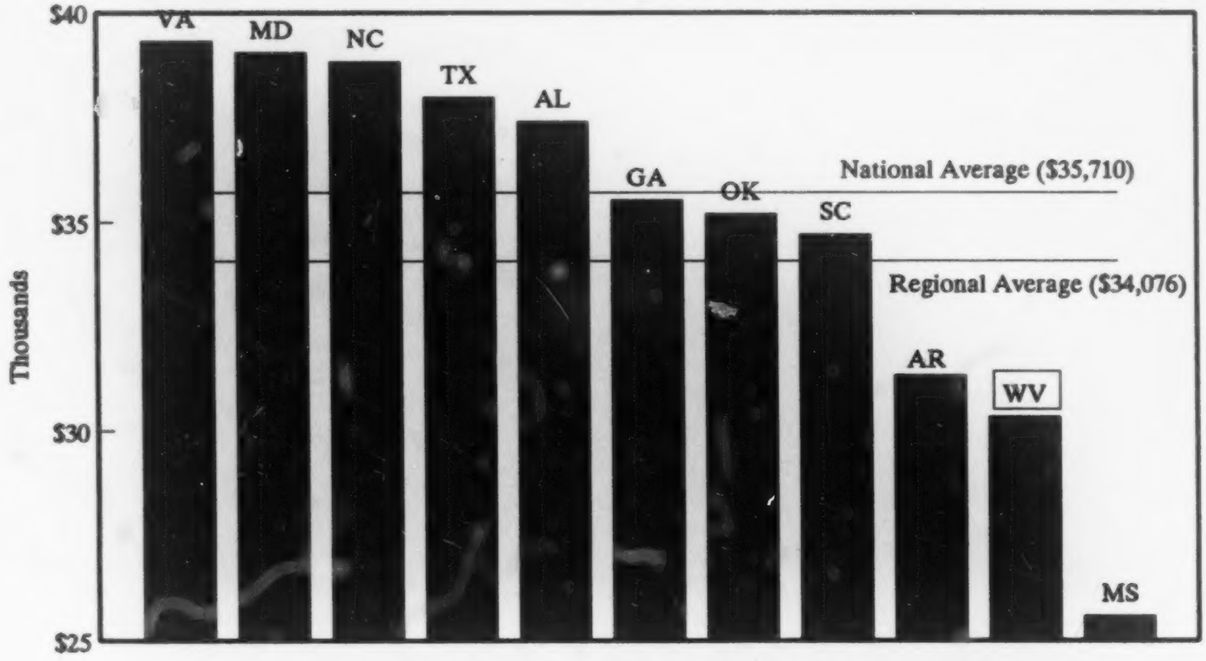
The average full-time faculty salary in 1990-91 at West Virginia's Master's II university was $31,934--$4,610 less than the regional average of $36,544. The average salary in West Virginia's Master's II university rose 4.8 percent between 1989-90 and 1990-91; the average increase across the region was 6.1 percent and the national increase was 6.7 percent. The ranking of the average salary in West Virginia dropped from 13th to 14th place among the 15 SREB states; in 9 of the other states the one-year rate of salary increase was higher.

West Virginia Baccalaureate Colleges

Institutions that award the baccalaureate degree as the highest degree.

Bluefield State College
Concord College
Fairmont State College
Glenville State College
Shepherd College
West Liberty State College

West Virginia State College
Average Full-Time Faculty Salaries
United States and SREB States
Baccalaureate Colleges and Universities



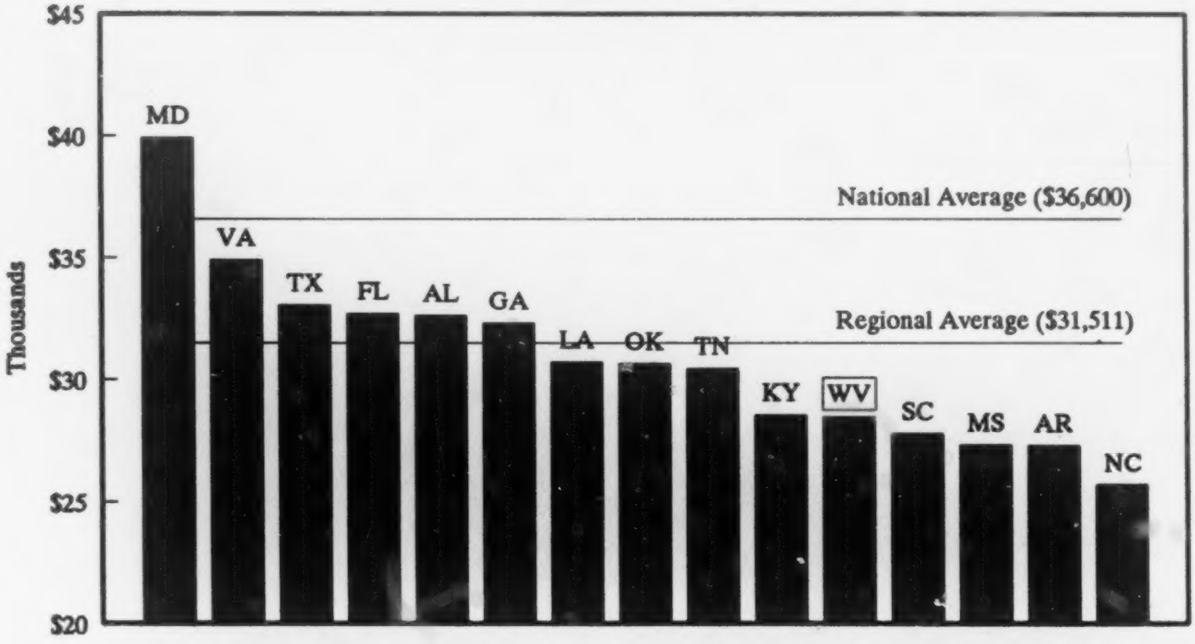
The average full-time faculty salary in West Virginia's Baccalaureate colleges was $30,338 in 1990-91--$3,738 less than the regional average of $34,076. Between 1989-90 and 1990-91, the average salary in West Virginia increased 7.9 percent; regionally the average rose 4.8 percent and nationally the increase was 4.5 percent. Of the 11 SREB states with Baccalaureate colleges or universities, West Virginia ranked 10th in 1990-91, compared to 10th of 10 states in 1989-90. The average salary of faculty in Baccalaureate colleges or universities in 7 of the other SREB states increased less than in West Virginia.

West Virginia Comprehensive Two-Year Colleges

Institutions awarding associate degrees and offering college transfer courses, some certificates and diplomas may also be awarded.

West Virginia University--Parkersburg
Potomac State College of West Virginia University
Southern West Virginia Community College
West Virginia Northern Community College

Average Full-Time Faculty Salaries
United States and SREB States
Comprehensive Two-Year Colleges
1990-91



In West Virginia's Comprehensive Two-Year colleges, the average salary of full-time faculty was $28,485 in 1990-91--$3,026 below the regional average of $31,511. Between 1989-90 and 1990-91, the average salary in West Virginia's Comprehensive Two-Year colleges increased 13.7 percent; national and regional averages increased 6.1 and 3.5 percent respectively. The average salary in West Virginia moved up from 14th to 11th place among the 15 SREB states reporting Comprehensive Two-Year college data. In 13 of these 15 states, the one-year percent increases were less than in West Virginia.

Weighted Average Salaries of Full–Time Instructional Faculty
Public Higher Education Institutions
United States and SREB States, 1990–91

	Doctoral									Master's						Baccalaureate			Two–Year I		
	I			II			III			I			II								
	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits	Average	Rank	Percent Total Benefits
United States	$49,020		22.8	$44,940		23.0	$41,510		23.4	$44,260		24.4	$39,600		25.1	$35,710		23.7	$36,600		24.2
SREB Region	47,374		22.2	43,915		23.2	38,334		22.4	38,152		24.1	36,544		24.9	34,076		23.5	31,511		25.1
SREB Region as a Percent of U.S.	96.6		97.3	97.7		101.0	92.3		95.9	86.2		98.6	92.3		99.4	95.4		99.3	86.1		103.7
Alabama	43,245	11	21.8	40,040	10	27.4	38,809	4	21.8	34,272	11	25.3	34,243	12	21.8	37,395	5	19.8	32,615	5	22.3
Arkansas	39,716	14	20.9	--	--	--	--	--	--	35,061	10	22.3	32,577	13	25.3	31,320	9	24.9	27,310	14	25.7
Florida	52,235	3	25.0	43,314	5	23.9	42,073	1	26.3	41,129	3	24.0	38,786	4	30.8	--	--	--	32,706	4	29.4
Georgia	44,859	9	NA	48,403	2	NA	--	--	--	36,063	8	NA	36,888	7	NA	35,529	6	NA	32,304	6	NA
Kentucky	46,298	6	19.7	42,556	6	20.7	--	--	--	37,026	6	25.9	35,115	9	24.1	--	--	--	28,530	10	21.8
Louisiana	44,000	10	18.1	37,513	12	17.6	36,153	7	18.1	--	--	--	34,463	10	28.1	--	--	--	30,712	7	17.4
Maryland	52,763	2	23.1	45,661	3	23.9	41,653	2	20.7	43,796	2	28.3	43,601	1	26.4	39,036	2	26.5	39,910	1	28.4
Mississippi	39,171	15	20.2	38,272	11	27.8	29,652	9	28.8	--	--	--	26,416	15	30.7	25,581	11	28.5	27,336	13	21.6
North Carolina	49,068	4	18.6	42,011	7	19.7	40,951	3	20.6	40,948	4	20.6	39,653	2	21.1	38,825	3	21.7	25,690	15	25.2
Oklahoma	42,681	12	23.0	--	--	--	--	--	--	39,286	5	21.9	34,266	11	22.6	35,197	7	21.4	30,638	8	23.8
South Carolina	45,470	8	20.1	43,325	4	21.2	34,333	8	21.4	--	--	--	37,527	6	21.1	34,716	8	21.8	27,789	12	22.1
Tennessee	46,083	7	24.4	41,273	9	22.2	38,687	5	21.4	--	--	--	38,429	5	23.9	--	--	--	30,438	9	20.2
Texas	47,525	5	NA	41,582	8	NA	36,509	6	NA	35,991	9	NA	35,674	8	NA	37,971	4	NA	33,038	3	NA
Virginia	52,988	1	23.6	48,698	1	24.6	--	--	--	43,812	1	28.0	39,614	3	28.7	39,304	1	29.7	34,908	2	29.8
West Virginia	41,421	13	20.6	--	--	--	--	--	--	36,401	7	21.9	31,934	14	22.8	30,338	10	23.4	28,485	11	23.9

"--" indicates that there is no institution of that type in the state.

"NA" indicates that data were not available.

SOURCE: SREB–State Data Exchange; American Association of University Professors.

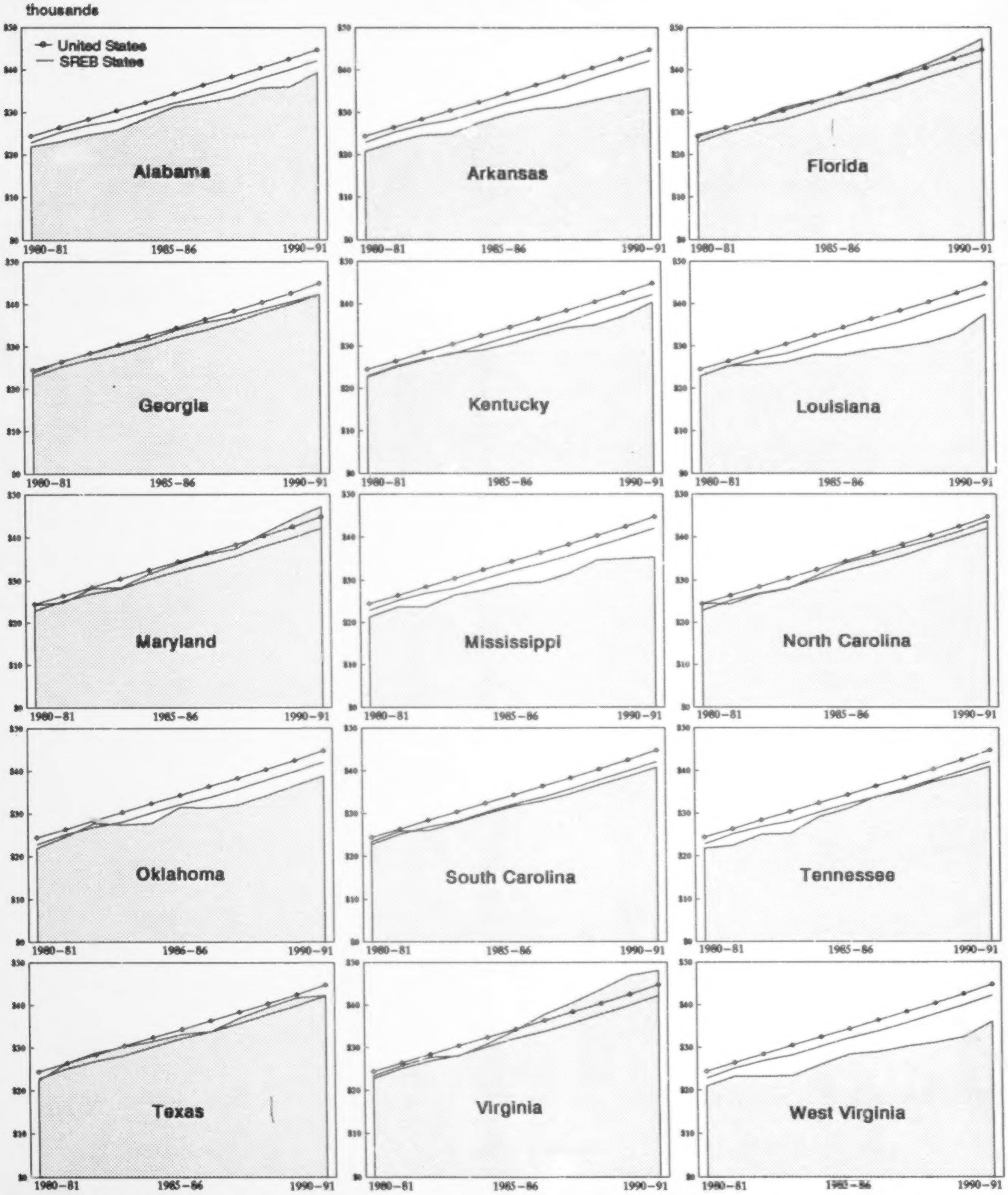
Summary of Institutions Reclassified
1989–90 to 1990–91

Institution	1989–90 Category	1990–91 Category
Georgia Southern University	Master's II	Master's I
University of Southwestern Louisiana	Doctoral III	Doctoral II
University of Maryland–Baltimore County	Doctoral III	Doctoral II
Mississippi State University	Doctoral II	Doctoral I
Mississippi Valley State University	Master's II	Baccalaureate
Lamar University (Texas)	Master's I	Doctoral III
Sul Ross University (Texas)	Master's II	Master's I
George Mason University (Virginia)	Doctoral III	Doctoral II

Trends in Faculty Salary Averages

Public Four–Year Colleges and Universities

1980–81 to 1990–91



SOURCE: SREB–State Data Exchange; American Association of University Professors.